

Oneota Community Co-op
Minutes for Regular Board Meeting
September 30, 2013 5:30 PM
Luther College Campus, Valders Hall, Room 367

Board Members Present: Anne Dykstra, Steve McCargar, Lora Friest (left at 6:48 after Disposition of Member Comments), Deneb Woods, Brita Nelson, Gary Hensley, Mike Bollinger
GM Present: David Lester Member/Owners Present: Jeanine Scheffert (Bd Admin Asst), Pat Brocket, Member

1. Call to Order

Steve McCargar called the meeting to order at 5:30_PM

2. Board Learning -

Summary: Board Communication with members and Board Process

The relationship between Board and rest of membership was discussed. It is pointed out that little membership attendance coincides with membership feeling positive about Board's work. However, there was not enough direct communication with membership regarding the fact that the board was discussing the mission statement. The Board could have done a better job by communicating this plan at the annual meeting. Steve and Gary will meet to discuss the possibility of a "Board Corner" of the Scoop to further communicate with the membership the happenings of the board.

Member questions need to be responded to in 24 hours with a note that we have received their communication and will respond soon. It is the president's responsibility to respond. If another board member receives an email, excerpt text and forward to full board.

Core Document Changes:

There has been membership confusion about what changes have occurred. In 2009, board passed policy statement that said for significant bylaws changes, there would be three readings of three consecutive board meetings. December of 2009, decided against that. Last year, we made a small change regarding language of elections: board has authority to change bylaws with unanimous vote at the board's discretion. This is only change to bylaws in last 2 years .

Bylaws important to do 3 readings because the bylaws don't change as often.

- bylaws right now can amend through ballot, unanimously, or majority of board - majority is when 3 readings is important.

Discussion for next board meeting: question of 3 (consecutive) reading process and how to bring to membership.

The board welcomes members to our meetings and are working hard to better transparency.

3. Member Comments:

Pat Brocket shared her concern that of no member-owner involvement when the board changed the mission statement. She hopes in the future we would ask, "how should members be involved?"

4. Disposition of Member Comments:

The Board thanked Pat for her concerns and stated the motivation for change in mission was to create connection with end statements. Also acknowledges the importance of the connection with membership. There was a mistake in the Scoop article: the ends will be changed this evening and will only be slight

changes. The connective language changes: 8 ends in original mission statement: first 4 unchanged, two consolidated into one, Eliminated one. Changes in the ends are very small. The process reaffirmed that the ends are working.

(Friest left here)

5. Agenda Review

Motion: Dykstra moved, Woods seconded to add 12. Consideration of date of next meeting to the agenda Motion passed by a vote of 6 aye, 0 nay.

6. Approve Minutes from August

Motion: Hensley moved, Nelson seconded to approve August minutes. Motion passed by a vote of 6 aye, 0 nay.

7. Consent Agenda

none

8. Reports

8.1 GM Report -

Board appreciates the thoroughness and clarity of the GM Report. Local sales have increased by 1% (\$12,000)! Member appreciation sale was held in August to help a traditionally slow month.

8.2 L2 Staff Treatment: Hensley moved, Dykstra seconded to approve L2 Staff Treatment report. Motion passed. 6 aye, 0 nay

Discussion: There are more new employees which can change the numbers.

8.3 L3 Compensation and Benefits

Hensley moved, Bollinger seconded to approve this report.

Discussion:

There are strong numbers. We're doing really well in a lot of areas. One thing we do that few coops do is give part-time employees benefits.

Motion Passed: 6 aye, 0 nay

9. Action Items

9.1 Current Mission, Ends and associated Language

This was discussed extensively in the board learning process. Hensley is working on a motion to bring to the next meeting so no more discussion was held at this time.

9.2 Proposed Mission, Ends, Principles and linking language

Motion: Woods moved, Bollinger seconded to accept the proposed language that connects the new Mission Statement to Ends. Motion passed: 6 aye, 0 nay.

Second Motion: Hensley moved, Nelson seconded to approve new organizational ends and introductory statement as a first reading. Motion passed by a vote of 6 aye, 0 nay.

Summary:

Differences from past doc:

1. old 1 +3 with no change
2. old #4 no change
3. no change
4. old 5 + words "and financial"
5. old 6 plus [and...service]
6. old #7 + word "diverse" (old #8 deleted)

The Reasons to change: too much overlap in #8, shorten Ends report by 8 pages because now we don't have to copy and paste the same graphs in two different places.

These changes were studied extensively at the Board's Strategic planning meetings. The board agreed to 3 readings approach for these changes, even though it is not a policy.

New Organizational Ends:

Because the Oneota Community Co-op exists as an institution grounded in the cooperative principles, there will be the following:

1. A retail source for food and other products that, to the greatest extent possible, are organic, sustainably produced, locally grown and /or processed, and affordable. A business that encourages the expansion of sustainably grown local food sources.
2. A community that is educated about food and other products that are healthy for people and the environment.
3. A business that promotes the development of cooperation and cooperative enterprise.
4. A business that promotes environmental and financial sustainability.
5. Employment in a workplace that provides the personal satisfaction of collaborative work directed toward common goals and provides extraordinary customer service.
6. A diverse, local community whose fabric is strengthened through caring and sharing gifts of time, energy and resources.

9.3 Update on automated voting process

Summary:

Hensley has gotten an extensive report and si working on a phase in program and more information on how to simplify and streamline the election process.

10. New Business-none

11. Next Monitoring

- 11.1 G5 Governance Investment - McCargar
- 11.2 L5 Financial Condition - Lester

12. Next Meeting

Next meeting Tuesday, October 29, 2013 @ 5:30pm
Self-evaluation forms were completed for this meeting.

13. Adjourn

Motion: Nelson moved, Gary seconded to adjourn the meeting. Motion passed
6 aye, 0 nay.

Meeting adjourned at 7:24 PM

Next Strategic Planning Meeting October 17, 2013 at 5:30 PM