

Oneota Community Co-op
 Minutes for Regular Board Meeting
 August 27, 2013 5:30 PM
 Luther College Campus, Valders Hall, Room 367

Board Members Present: Anne Dykstra, Steve McCargar, Lora Friest, Brita Nelson, Mike Bollinger, Gary Hensley Board member Absent: Deneb Woods GM Present: David Lester
 Member/Owners Present: Jeanine Scheffert (Bd Admin Asst), Loreda Adelman 6:15pm for Member Comments only

1. Call to Order: Steve McCargar called the meeting to order at _5:32_ PM

2. Board Learning - Continuation of Strategic Planning 8/19

Discussion was continued from the strategic planning meeting. We agreed to narrow the scope and prioritize the points and discussed the voting protocol on the points. The process already undertaken to create a mission statement has led to the categories. Each of the categories need to be represented in the five year plan.

Hensley will send out an email so all board members can vote and have input. Each board member will have 3 votes and stacking is permitted.

Categories:

- A1/A4 - Increase Local Sales
- A6/E1 - Expand Facility w/ Kitchen Classroom
- B3/C1 - Reduce Carbon Footprint
- A7/E2 - Develop Offsite Market
- C4/E3 - Patronage Dividend
- D4 - Increase Average Retention of Employees

Actual vote will be at the next meeting.

Question: Is it important to have one priority goal in each of 5 categories where bullets are grouped?

Discussion: Suggestion that there should be one under each category because falls into supporting mission statement - these are the columns that fall under that - because it's a 5 year plan, so need to have something under each column. Also shouldn't have anything outside these columns because we developed mission statement in order to have this organization and these are important. The process to develop these headings is why we are at this place. The prioritizing is helping us to focus now. Setting the five year plan helps that focus but it is flexible as things change.

Hensley stated: The strategic plan is the "zoom-zoom" / "out-there" idea of strategic planning - we're at the cusp of where we want to get to. This is what separates board work from day to day operations.

3. Member Comments: Former Board President Lorado Adelman spoke to the Board about his concerns regarding having the current Board President (a former manager of the store) be in a

position to supervise or evaluate the current GM.

4. Disposition of Member Comments: The current board members and the GM assured Mr. Adelman that there have not been any problems with the Board/GM relationship.

5. Agenda Review

Motion: Nelson moved, Hensley seconded to add 10.2 New Business Minutes/Administrative and 11.0 Executive Session to agenda. Motion passed 6 aye, 0 nay.

Motion: Hensley moved, Friest seconded to add Action Item 9.1 Approval of Email Vote of White Paper on Solar Installation. Motion passed 6 aye, 0 nay.

6. Approve Minutes from July

Motion: Friest moved, Hensley seconded. 6 aye, 0 nay

Discussion: Nay votes should be identified.

7. Consent Agenda

Motion: Hensley moved, Nelson seconded to approve the Consent Agenda as amended.

Motion passed 6 aye, 0 nay.

7.1 Board Committee Principles

Motion: Hensley moved, Friest seconded to approve the Board Committee Principles. Motion passed

6 aye, 0 nay

8. Reports

8.1 GM Report -

Financial Snapshot: August sales typically slow, did some things to stimulate interest and it worked with sales balancing out. Member sale in middle of August worked wonderfully and plan to run again next year.

Staff Updates: having fun with tweaks on floor (good cheese story)

Marketing/Special Projects:

physical store update: The consideration of roof-load capacity is underway. The Alliant auditor is coming. Biggest "hinge" or liability right now are the roof load capacity and Alliant auditor. We are in a good place especially because we have an energy star rating of 98.

With new health care laws, the system will have to change. We are looking into other options and talking to other organizations to see what they are doing. For example, Luther is not changing their plan for 2014. They'll assess and change in 2015. We're thinking about different options such as offering same amount in quarterly bonuses. Have employees' best interests in mind. It is a huge, complicated issue.

9. Action Items

9.1 Approval of White Paper on Solar Installation

Motion: Friest moved, Bollinger seconded to approve white paper on solar installation.

Motion passed by a vote of 6 aye, 0 nay.

10. New Business

10.1 SBS Board Member Election Process: Hensley is talking to SBS, a company who could help us transition from the cumbersome manual voting process to an electronic voting system. There is a 4 year transition process and we can have the option of doing both - member

chooses whether to vote manually or electronically). Electronic votes would happen on a secure system outside of anything board or staff has access to. Have not yet brought white paper on this issue. Will collect more information and discuss it further with board in the future. We will need to take budget into consideration.

10.2 Administrative review and minutes: Minutes are not getting up on the Coop website. Dykstra, Hensley and Scheffert will meet in order to assure format compatibility. In the future, Scheffert takes notes and sends to Dykstra, Dykstra creates minutes and sends to Scheffert, Scheffert posts minutes on board site and sends copy to Lester, Lester posts minutes on Coop website. This same process needs to be repeated for any amendments to minutes. For future meetings, documents will be due by Friday. Hensley will consolidate them Monday afternoon.

11.Executive Session: Motion: Nelson moved, Hensley seconded to move to executive session. Motion passed 6 aye, 0 nay

Motion: Hensley moved, Bollinger seconded to move out of executive session. Motion passed 6 aye, 0 nay.

12. Next Monitoring

12.1 L2 Staff Treatment - Lester

12.2 L3 Compensation and Benefits- Lester

13. Next Meeting

Next meeting Monday, September 30, 2013 @ 5:30pm

14. Adjourn

Motion: Dykstra moved, Hensley seconded to adjourn at 7:37 PM. Motion carried, 6 aye 0 nay.

Respectfully submitted,
Anne Dykstra, Secretary