

BMC Board Meeting 3/22/2018

Present: Chris Duff, John Mandeville, Zarina O'Hagin, Katharine Arnold, Annie Gaillard, Marina Carlton, Karla Haas Moskowitz Absent: Keith Belairs

Late: David Ludt - 6:31, John had to leave early 7:04

Member: Andrew Higley

Start: 6:09

Minutes: John has some corrections. Fixed. Zarina, and approved John.

6:18 - Member input: Andrew likes the produce!

6:21 - Board monitoring: D3: reviewed policy, no monitoring but policy is good.

D4: 1-5 is OK, more discussion on D6 – see attached.

Labor – should it be adjusted, how different are co-ops than “industry standard”. What does it include? Salary? Benefits? More research needed. Is there a need for the committee to investigate?

Management decisions timely? Needs a deep discussion – direction needed. Issues keep resurfacing. Example is maintenance.

Evaluations are happening in a timely manner.

Personnel policy – handbook is a living doc. John thinks all new employees need a copy (electronic or hard copy) with a signed agreement as to receiving and reading it.

Co-op departments functioning. Chris thinks there needs to be a committee including some staff in order to address D4 since it is so important.

6:56 – Katharine and Chris met. April 22 at United Church of Hardwick. Thought to bypass the dinner and do finger food including vander sampling. Supplement with some level of café food. Potluck dessert. 5PM meet and greet, 6 – 8 meeting. Music (broad band?) Co-op Bingo. Agenda. Financials, Sister co-op project, donation stats/service hours, board update,

7:03 John needs to leave – parting note: David Gross cannot run for the board

7:04 back to annual mtg agenda. Voting closes at beginning of meeting, counted by end of meeting. Katharine talks about boosting attendance. Others felt it was awesome. Is the annual meeting doing what we want it to do? Is a Sunday evening the best time for it? Some co-ops have it on a weekday evening as weekends are often family time. Can Keith update the power point? Karla and Marina don't have a Dongle

7:16 – Marina is struggling with the board president duties. Suggestion to co-chair. Decision next month with new board members. We have potentially – Andrew and Annie. Willow not confirmed yet.

7:31 – Miranda paperwork on Maintenance. On speaker phone... reviewed refrigeration estimates and Efficiency VT.

LED rebates getting cut in half in mid April should replace now or not?

Chris thinks some of these projects are maintenance such as lighting and south wall alley and staff can proceed without involving the board, but the issue for Miranda is more around morale support over how much \$ and a heads up and if we are down there working is it the time to move on the compressor project. Miranda will put a proposal package together as the rest of the estimates come in.

Adjourned: 7:56