

5/24/2018 BMC Board Meeting

Present: John Mandeville, Keith Bellaires , Karla Haas Moskowitz, Linda Romans, David Ludt, Annie Gaillard, Willow Shepherd, Katharine Arnold , Miranda Hunt.

Marina Carleton arrived 6:10

6:00 member input – none

6:03 review minutes. John moves to approve, multiple seconds.

6:05 introductions

6:07 thermal sealing report from Miranda. See report. Phase 1 Miranda presented 3 options and recommends thermal sealing and option 1. Keith likes that option, John is concerned about the money. Keith offered some number crunching ideas – VSECU offered good rates for 5 and 10 yr loans. Linda wants to know what the lifespan of a compressor is and if it will last for a 10 year loan. Karla feels that these are important issues and should be non negotiable. David is concerned with the foaming that it can lead to sill rot (band Joists). Willow brought up concerns about the toxicity of foam and her own personal issues with chemical sensitivity. Marina asked if anyone wants to form a committee. Marina asks if anyone is opposed to doing the project. Seems like most feel we should move forward and go into committee. Committee – Keith, David,

Keith is concerned that this gets lost in committee. We need to move forward. Keith moves to move forward, Karla seconds it. David is concerned about the issues getting heard. Annie says that Miranda has heard the concerns and will make sure they are known to the contractor. Keith says the board's responsibility is to authorize but the details are to be worked by the staff. Willow is willing to approve IF there is a caveat for her expertise in foam to shift to some other product. Vote to approve the project. Authorizing Miranda to go ahead with the project. If she has concerns she can cancel the project. Authorizing Miranda to proceed on thermal sealing and option 1 with approval from financing and discussion with Willow about chemical sensitivity. With the understanding that Miranda will meet with the contractor and Willow and Paxton to address concerns voiced by Willow motion passes by majority vote, proposal is approved. Willow votes no.

6:53 Finances. Keith agrees to pass since folks got a copy by email.

6:55. Monitoring report. B-1. The staff is aware of it. Sales are up 1.7% but cost of goods are up 4%. Plus 10% increase in Personnel costs. Miranda is leaving and someone else already on staff is taking over her purchasing. Not sure who is taking on the building project. Also Deb Wilson is leaving. Staff is planning not to replace those 2 positions. Mid year inventory – finance committee says do it. Discussion on labor hours increase. Staff is receiving some training in Margins. The rest of B report looks like we are in compliance. Keith would like to move that we express our

appreciation to Miranda and a recommendation to staff to figure out an appropriate compensation.

7:15 - executive session. Keith expresses concern about having executive session. They should be reserved for personnel issues and only used for rare occasions, especially in a co-op. Agreed and removed from Executive Session.

David and Karla brought up their opinion of the need to change to a GM. Karla speaks to what she has experienced being on the restructuring committee. Feels that a GM/point person might help it run more efficiently. She felt that the proposals weren't realistic and it was kind of a tipping point for her. Katharine feels that the collective would be split between the two systems. She also feels like some staff will wonder how we could afford a GM but can't afford raises. John discusses the cost of a GM and what would be needed to come up with the salary. Keith discusses his arrival and the shift of a collective into teams without meeting all together. It was a chaotic shift with good intent but may not have helped. Marina points out that the staff helped create the current structure. David speaks to the restructuring committee's creation with 3 options: GM, team restructuring or leave collective as is but make it better. But this long into it (2 years), he feels that the discussion needs to start happening – the collective needs to be more nimble and still hasn't come up with concrete steps forward – even a job definition for what a collective is. Willow asked Katharine's opinion as the board/staff liaison?

Time. Decision to extend to 8:10.

VT Training Program can help cover consulting costs. John Mandeville will get info to staff. Karla feels the purpose of bringing it up is to first name it and get the discussion rolling. John personally feels, based on his experience that a GM is the way to go.

Katharine points out that this is when we usually plan the board staff retreat. She will send around a doodle poll in order to pick a date.

Karla is unable to be physically present and will step off the board unless we figure out how to make it be OK to report remotely.

Note: Karla teaches servant/leader model. Could be useful for our staff.

8:12 – Meeting adjourned.