

BMFC Board Meeting
January 31, 2019

Present: Keith Bellairs, Annie Gaillard, John Mandeville, David Ludt, Katharine Arnold, Andrew Higley, Bruce Kaufman, Linda Romans

1. Member input: Non given
2. Review and approve minutes: Minutes approved with following corrections. Frey's last day on the Collective was January 4th. Motion to approve as corrected by John, second by David, Keith abstains.
3. Finance Report: Barry reports \$5,500 under 2018 budget for labor. Staff increases given. All staff are now receiving at or above minimum wage which is 10.78.
Keith reports that 2018 books are not closed. There is a draft P&L. Sales after refunds is \$2,199,806, a \$709 increase from 2017. Cost of goods down 1.2% with a gross profit increase. Building repair expenses went up and Cafe expenses down. Payroll went down 1% and Board expenses up due to CDS survey. 2017 bottom line - 8,500 and 2018 at +10,000.
2019 Board budget set. John moves for the Board to budget \$2,500 for 2019, second by Keith and Board approved.
In 2013 the Bullsheet used a copyrighted cartoon. The law firm handling the claim requests \$660 to settle. John moves to send a letter with \$660. Bruce seconds and Board approved. Keith will write the letter. Katharine will educate the Collective concerning recognizing and then not using copyrighted material.
4. Board nominations: Marina has not been replaced and David will not seek another term. Caleih Kane, Kelly Notterman, and Rose Modry will be asked if interested. The Board can appoint someone to complete Marina's term.
5. Annual meeting date: The Board is looking at preferably April 28 or alternatively April 27. Katharine will look into availability of Hazen Union or Knights of Columbus as a venue and also the possibility of Jon Steinman, as keynote speaker. Jon is the author of Grocery Story: The Promise of Food Coops in the Age of Grocery Giants. Annie and Linda will help Katharine plan the meal for the Annual Meeting. Bylaw amendment needs to be ready for Annual meeting.
6. Board Monitoring Report: C7 Board Committee Principles meets requirements. C8 Governance Investment meets requirements except for #4 which requires the Board's annual budget be determined by Sept.
7. Staff Report: There is more Grab and Go from the cafe. Sarah Zettelmeyer is leaving the Collective February 1. Katharine will work a few hours in the Cafe. Support Staff are filling in where needed. \$22,000 for credit card processing which the Union Bank contracts out. The Collective will request abatement of membership dues to Neighboring Food Coops Org.
8. Consultant Report: The group discussed Mid-level consumers. Our Buying Policy would have to change to include GMO products and those containing BHT. Some unknowns are, the impact the Discount changes will have and the GM's effect on retail operations, leadership and operation capacity.

9. GM Search report: Bruce would like to see Managers responding to GM as management model. Interviews will begin next week with potential 9 applicants. The core interview committee is Annie, Katharine and Linda. All Board members will have the interview schedule and are encouraged to attend when possible.

Interviews will be at the Coop and set up by Katharine.

A salary of \$45,000 with an incentive program after one year, 2 weeks of ETO, mandatory holidays and 90 day probation period were agreed upon. The list of attributes the Board is looking for in candidates include; Financial expertise, Management experience including hiring and firing, retail sales as opposed to Food Service, grocery experience, computer literate.

10. Discounts: The Board decided to implement determined discount changes beginning March 1, 2019. Keith will write the verbiage for the Bullsheet and signs will be made for the Coop.

11. Next Meeting: Date changed to February 14

12 Meeting adjourned at 8:05

Respectfully submitted,
Linda Romans, Secretary