

Ozark Natural Foods
Board Meeting Minutes
Tuesday, May 24th, 2016
6:30 p.m.

Board Members Present: Joshua Youngblood, Colleen Pancake,
Ben Ozanne, Danielle Dotson,
Todd Scarborough, Tuesday Eastlack

Board Members Absent: Alexa McGriff

Staff Members Present: Gary Cook, Mike Anzalone

Consent Agenda

- April 26, 2016 Minutes:
 - Minutes were reviewed prior to board meeting.
 - **Motion** to accept the minutes was **made, seconded and passed unanimously.**

Floor Reports

- President's Report:
 - Reported that CDS reached out to offer support for the GM hiring process, which will need to be deliberate and smart.
 - Owner requested a copy of the recent store audit. President will follow up with the owner.
- GM Report:
 - On May 9th, rehired Mike Anzalone as Store Manager.
 - Jerry Huddleston recently resigned as HR Manager. The position has been filled internally.
 - Met with insurance company regarding recent refrigeration system outage.
 - Blue Cross health insurance has been renewed, there was a 15% increase in rates.
 - Nationwide Property Insurance renews in June, approximately 10% decrease expected.
 - NGC released new Operating Standards effective July 2016. Co-op is already operating under the guidelines with the acceptance of a 'Review' every year. Co-op will begin the annual review.
 - AOM update: Tents and tables reserved, bid pending for sound. BBQ meal will be served.

Reporting and Board Decisions

- B4 Asset Protection:
 - The report was sent to Board members for review prior to the meeting.
 - Interim GM presented the report and answered questions.
 - **Motion** to accept the report was **made, seconded and passed unanimously.**

- Recommendation of Board Candidates:
 - Perpetuation Committee interviewed five potential candidates on May 16th.
 - Committee recommends the following candidates:
 - Cat Donnelly
 - Hayden Henningsen
 - John Bailey
 - Danielle Dotson
 - Board reviewed and discussed the recommendations.
 - **Motion** to approve the recommendation was **made, seconded and passed** 4 yes, 1 no, 1 abstained.

Discussions

- Expansion Update:
 - Passed inspection on the conference room and offices.
 - Elevators will be installed in late June.
 - Working on farm and garden section.
 - Staff will start moving over next week.
- Variance Request for Parking Spaces:
 - The Grocery Manager is working on the issue.
 - Expansion would be considered an interior buildout and therefore should not require parking variance.
- Wegner's Report
 - Board pre-read and reviewed the completed report.
 - Discussed general findings.
- GM hiring procedures and schedule:
 - President asked the Board to consider having a finalized job announcement and description to make available at CCMA.
 - Hiring committee will be formed to define scope, minimum and preferred qualifications, as well as salary range and benefits.
 - Proposed committee members include all current board members, Nancy Starr, Hank Kaminsky, Terrell Spencer and Jerry Gawthrop.
 - Board would like to have a new GM hired within 6 weeks with a target date of July 15th.
 - Committee will have first meeting June 2nd at 7:30pm.
 - **Motion** to approve committee was **made, seconded and passed unanimously.**

Board Policies

- Board Policy CI Unity of Control & D1 Governing Style:
 - The Board reviewed and discussed the policies.

Upcoming meeting dates

- June Board Meeting – June 28th, 2016

Meeting adjourned at 8:47pm

Owner Information

- Owner Attendance:
 - Susan
 - Linda
 - Cat
 - Hannah
 - Nancy
- Owner Comments:
 - Linda wondered why there needs to be both a store manager and a General Manager. She also suggested that a search firm be involved and asked the board to consider hiring a regional on national search firm.
 - Sue commented that she felt the bylaws were not followed at the last Annual Owners Meeting when nominations from the floor was called for. She felt the count for a 2/3 active members present was not accurate.
 - Nancy requested to be a potential member of the GM hiring committee.