

**Ozark Natural Foods
Board Meeting Minutes**
Tuesday July 26th, 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

Minutes Approval:

- Consent agenda was reviewed prior to board meeting and minutes were pulled out of consent agenda for review noting a spelling typo that needed to be corrected.
- **Motion** to accept the June 28th minutes as corrected was **made, seconded and passed unanimously.**

Floor Reports

President's Report:

- Follow up communication with CDS consultant, Thane Joyal, after retreat.
- It was an amazing retreat!
- Josh reiterated to Board the need to come from a place of respect and trust, and to work on listening and being deliberate with the process.

GM Report via Gary Cook:

- Gary read an owner comment about the fantastic customer service she recently received.
- Check for \$16,490 was received to replace the spoilage from the cooler outage.
- Received notice from NCGA that monitoring reports are now due monthly because of interim manager and negative trends.
- Best Signs will be replacing two of the outdoor apple signs due to age.
- Two employees recently attended the NCGA Convergence Conference to learn about industry trends, meet industry trade partners and network with other co-op's staff, business partners and liaisons.
- Server to be upgraded and eventually the POS system can be moved to this server.
- Progress on AOM- Catering request has been submitted, permits are pending, and the board needs to review the script.

GM Search Committee update:

- Forty four applications had been received.
- Committee choose 5 applicants to be interviewed by phone.
- Phone interviews will be conducted by CDS consultant, Carolee Colter.
- GM Search Committee will take the data compiled from the phone interviews and decide which applicants to have the committee interview on August 1st.
- Committee requested phone interviews be recorded.
- One applicant was only applying for the interim position.

Reporting and Board Decisions

B3-Financial Conditions

- The report was sent to Board members for review prior to the meeting.
- Gary Cook presented the report and answered questions.
- **Motion** to accept the report was **made, seconded and passed unanimously.**

B5-Communication and Counsel to the Board

- The report was sent to Board members for review prior to the meeting.
- Gary Cook presented the report and answered questions.
- **Motion** to accept the report was **made, seconded and passed unanimously.**

Discussions

Retreat Review

- A new END's Statement was drafted during the retreat and will be presented to the staff for feedback.
- Discussion during retreat: What does the new GM need to succeed? Ideas included clear expectations, tools for success, permission to fail, flexibility, one voice, 20 year vision.

August Article:

- Todd will write the Nutshell article that is due August 1st.
- Tuesday agreed to write the next Nutshell article.

Board Policies

Board Policy D4 Board Meeting

- The board reviewed and discussed the policies.
- No changes were recommended.

Upcoming meeting dates

- August Board Meeting- August 23rd

Meeting adjourned at 8:20pm

Owner Comments:

Linda recently reviewed the NCG Audit and wants to know how serious the co-op is taking the recommendations and also asked the board what will be incorporated or not from those recommendations. Linda also commented that she had a few corrections for the May minutes and requested that minutes be read aloud at the meeting before voting. She stated that she did not wish to be considered for the GM Hiring Committee. She also asked that owner's last names be included in the minutes and noted a correction of a vote in the May minutes regarding was 4/1 instead of 6/0. She also wants to know what from the CCMA experience has been shared and will be incorporated.

Mike thanked the board for their support of the co-op to become 'debt free' because he feels is has really made a difference with competition arriving.

Nancy requested an updated copy of the Policy Governance and Bylaw documents.