

**Ozark Natural Foods**  
**Board Meeting Minutes**  
Tuesday, August 23, 2016  
6:30 p.m.

Board Members Present: Joshua Youngblood, Alexa McGriff, Colleen Pancake,  
Ben Ozanne, Danielle Dotson, Tuesday Eastlack

Board Members Absent: Todd Scarborough

Staff Members Present: Gary Cook, Mike Anzalone

### **Consent Agenda**

- July 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 the Co-op has made many of the recommended changes from the recent NCG audit and will continue to strive to make changes based off of the report. These changes include cleaning the store, end cap changes, redoing floors, etc.
  - Feels the board respects each other and the board doesn't have to agree on everything, however once a decision has been voted on, the board must speak with 'one voice' regarding that decision.
  - The process of hiring the new GM ins now complete. Thanked the board, owners, committee and consultant for the hard work finding the right GM.
  - Met with Thane and Thane would like to join the next meeting to talk through the ENDS revisions and introduce them to the new GM.
- GM Report:
  - Reported weekly sales numbers and the store would like to see about \$10,000 more in sales/week however summer is a slow time. The staff is working on boosting sales as well.
  - The state elevator inspector came to evaluate the elevator and passed it for a permit. The city has also passed the new construction inspections and the space is done with inspections.
  - Currently working on the unclaimed property from patronage refund checks and will send the final report to the state on Oct 31st.

### **Reporting and Board Decisions**

- B7 Customer Service
  - The report was sent to Board members for review prior to the meeting.

- Interim GM presented the report and answered questions.
- There was a date correction needed within the report.
- **Motion** to accept the report after the date was corrected was **made, seconded and passed unanimously.**
- Confirmation of GM hiring recommendation:
  - The hiring committee received 44 applications for the position. CDS conducted phone interviews and the committee interviewed several candidates in person and/or via Skype.
  - The Hiring Committee recommended to the Board that Mike Anzalone be hired as the new General Manager of Ozark Natural Foods.
  - **Motion** to hire Mike Anzalone as the new General Manager of Ozark natural Foods was **made, seconded and passed unanimously.**
- Final Ballot for Annual Owners Meeting 2016:
  - The ballot language was reviewed by the Board prior to the meeting.
  - **Motion** to approve the ballot as presented was **made, seconded and passed unanimously.**

## Discussions

- First Security Bank Portfolio Review:
  - Nathan Nailling with First Security Bank presented a financial proposal for a 'sweep account' as an investment with some of the co-ops long term funds.
  - Nathan answered questions regarding the proposed material including risk, rates, etc.
  - The Board tabled the discussion for a future meeting.
- AOM Planning and Script review:
  - The candidate forum will be held after the official Business Meeting closes.
  - Food line will be included in the meeting space.
  - A Board Planning Session to review script in detail was scheduled for Aug 31st.
- ENDS Policy comments:
  - The Board would like to solicit staff comments.
  - Mike will review with staff and submit written comments.

## Board Policies

- Board Policy C4 Monitoring GM Performance:
  - The Board reviewed and discussed the policy.

## Upcoming meeting dates

- September Board Meeting – October 4<sup>th</sup>, 2016

## Meeting adjourned at 8:15pm

## Owner Information

- Owner attendance:
  - Nancy Starr
  - John Bailey
  - Linda Ralston
  - Hayden Henningsen
  - Nathan Nailling
- Comments:
  - Linda requested the owners last names be published in the minutes. Linda requested the Board read the minutes aloud prior to approval to flush out any missed errors. Linda felt concerned that the board seems to always agree on everything. Linda pointed out the Alexa has missed three board meetings and feels that is in violation of the bylaws. Josh clarified that Alexa's absences were approved.