

Ozark Natural Foods
October Board Meeting Minutes
Tuesday October 25th, 2016
6:30 p.m.

Board Members Present: Joshua Youngblood, Colleen Pancake, Ben Ozanne,
Danielle Dotson, Hayden Henningsen,
Tuesday Eastlack, John Bailey

Board Members Absent:

Staff Members Present: Mike Anzalone

Floor Reports

President's Report:

- Josh met with GM and will include Ben Ozanne (co-chair) on future meetings for leadership and development.
- The CCMA has asked Josh to be on the Program Committee again this year and Josh has accepted.
- Hayden Henningsen accepted the nomination to the Board.

GM Report:

- Mike asked for clarification on the workflow between GM and Board. He requests guidelines for what he needs to respond to versus what he is being included in as "FYI".
- The new server is up and running. The POS system will be switched to it in approx. 6 months.
- The project to cut expenses is coming along but proving challenging as some items are tied to contracts, relationships, etc.

Reporting and Board Decisions

Minutes

- Colleen expressed concern about owner misstatements and untrue statements in the Owner Comments section of the minutes. She suggested we offer a rebuttal for statements that are not factual.
- John suggested a disclaimer for the Owner Comments section which he would draft. He also volunteered to check and see what other co-ops do and send recommendations.
- **Motion** to approve minutes was **made, seconded and passed unanimously.**

B.3 -Financial Conditions

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

Linkage Committee: Appreciation Dinner

- Colleen updated the Board on progress with the Owner Appreciation Dinner. Currently 24 owners have accepted the invitation.

- The attendees will be presented with two questions to prompt conversation and owners will be asked for their written opinion.

Policy Committee

- The Policy Committee set a date for upcoming meeting which is November 7th.

Change of Account Name due to deceased owner

- The Board reviewed and discussed Keith Besonen's requested to change account name from deceased spouse Joan Gray.
- **Motion** to accept request was **made, seconded and passed unanimously**

Discussions

Committee Assignments & Charters

- *Perpetuation Committee* will be Josh Youngblood (Chair), John Bailey, Colleen Pancake and Danielle Dotson
- *Owner Engagement Committee* will include Colleen Pancake (Chair), Ben Ozanne, and Hayden Henningsen.
- *Policy Committee* will be John Bailey (Chair), Colleen Pancake, Ben Ozanne, Danielle Dotson and Hayden Henningsen.
- Charters are due one week prior to next Board Meeting.
- The Committee meetings will take place once a month.

Board Education:

- Mike has suggested some educational topics including training on how to play the co-op's retail game.
- The Board will take a refresher course on the Financials from Gary Cook.
- Thayne can also offer education. The Board will need an idea for an educational option for the next meeting

Board Policies for review/discussion:

- D11 Governance Investment
- D3-Board Annual Agenda

Upcoming meeting dates

- November/December Board Meeting- December 13th

Meeting adjourned at 8:06pm

Owner Attendance

Linda Ralston

Nancy Starr

Rachel Riahi

Tanja Ray

Owner Comments

Nancy Starr had a four-point comment:

1. She feels Board should change language and use 'chair', 'co-char' etc. instead of President, Vice President etc. because the latter implies authority instead of servant leadership.

2. The Board should be compensated equitably and receive a stipend instead of board discount. Nancy feels that the discount is not equitable among Board members.
3. Floor nominations no longer make sense.
4. Reiterated the importance of the Code of Conduct and 'speaking with one voice.'

Linda Ralston asked the Board to ask themselves 'what is for the good of the owners'. Linda felt that Hayden's appointment was rushed and she felt that she would have been a better option. Linda asked the Board to consider changing the store's name back to what it was originally and adding 'cooperative' back into the name. Linda also stated that she feels the Board need to get ownership more involved.