

**Ozark Natural Foods  
Board Meeting Minutes**

Sept 24th, 2013  
6:30 p.m.

Board Members Present: Joshua Youngblood, Hank Kaminsky,  
Tuesday Eastlack, Colleen Pancake,  
Sue Graham, Danielle Dotson,

Board Members Absent: Todd Scarborough

Staff Members Present: Alysen Land

Facilitator: Kathleen Trotter

**Consent Agenda**

- **Motion made and seconded** to approve consent agenda/August 2013 minutes.
- Motion **carried** unanimously.

**Floor Reports**

President's Report:

- Board is moving in a good direction.
- Potential Candidate dinner was successful and attracted new people.
- Visioning Forum brought forth an excellent mix of ideas from owners, staff and board members.
- Working committees have truly worked on their tasks.
- Reviewed issues with Kathy(facilitator), KC(legal counsel) and Thane(consultant).
- Discussion with Thane regarding sudden opportunities as well as long term planning.
- GM contract process moving forward.
- Noted the upcoming "Coffee with the Board" and raffle table, Oct. 19
- Congratulated Alysen (GM) for 20 years with ONF.

GM Report:

- Alysen submitted the most recent Trends report.
- Recently attended NCGA meeting in Seattle, it was a successful meeting.
- NCGA Board has great appreciation for ONF's board's progress this year.
- Full Staff survey has started, ends Sept 30th.
- Alysen has been invited to help conduct a co-op audit in East Lansing MI. and feels like this is a great opportunity to acquire tools to view ONF with fresh perspective..
- Vestibule floor is finished; working on shelves and lights.
- ONF won "Excellence in Business Award for best green and sustainable building" from the Chamber of Commerce.
- ONF is one of the nominees for NWA Newspapers Best of the Best in the health food store category.

## Reporting and Board Decisions

### GM Report B.7 Customer Service, Value and Food Education:

- Report and attachments sent and reviewed prior to meeting.
- During discussion of the report, the board noted that the explanation was very clear and helpful.
- Consensus among board members that the focus on owner education to attract a higher level of participation in the cooperative is critical.
- **Motion** to accept the report was **made, seconded and passed unanimously.**

### Board Calendar:

- The board reviewed calendar and made a few changes.
- The board **accepted** the calendar **by consensus.**

### 2013 AOM Minutes:

- The board reviewed 2013 AOM minutes.
- A motion was **made, seconded and passed unanimously** to accept the 2013 AOM minutes to be read at the 2014 AOM for approval by the ownership.

### GM Grievance Policy

- The Board has reviewed the policy which allows an option for mediation.
- This policy is a key piece of the GM contract.
- A motion was **made, seconded and passed unanimously** to approve the new GM grievance procedure.

## Discussions

### Visioning Session:

- The Visioning Forum was very positive.
- Breakout group topics included People, Planet and Prosperity
- Great discussions between management, board, and a diverse group of owners.
- More educational opportunities and empowering the community were key issues.
- Key ideas noted-“do what we do well”, define growth in our own way.
- Joshua’s article regarding forum will be published inviting further comments.

### Policy Committee:

- The committee has determined that to update the bylaws effectively, a re-write needs to start from scratch.
- The Policy committee recommends one bylaw change at the 2014 AOM on how to change bylaws and by incorporating the digital medium in notices.
- The policy committee is proposing the draft of the bylaws be completed by the end of 2013 for presentation and review through 2014, to be voted on in 2015.

### Candidate Dinner and Nominations Committee:

- The Sept.10 potential candidate dinner had a good turn out and lots of good information was shared.
- Nominations packets are out and owners are encouraged to apply.

Owner Solutions Committee:

- Financial Forum planned for January 18 - State of the Co-op and addressing how investment of ONF funds fits the ENDS, benefits to owners.
- Candidate Forum planned for February 1

AOM Committee Discussion:

- The Committee proposed a guest speaker for the next AOM.
- Speaker possibilities included Tim Tarvin, Art Sherwood, or Sally Fallon Morell
- A local farmer will also be invited to speak.
- Plans for AOM include a for a table one-on-one Q&A with board members

Apple Seeds Proposal:

- Need to determine where the funds will fit into the budget if proposal is accepted.
- Mutual benefits of supporting Apple Seeds project as well as how much can be afforded needs to be discussed.
- Tuesday attended the Apple Seeds board meeting and reported they were well organized and have a good business plan and great agenda for fundraising.
- The proposal will continue to be researched by the Board who will get in writing what benefits ONF will receive.

Omni Proposal:

- The Board was prepared to discuss a proposal for a radio tower on top of ONF, presented to the Board by Omni Center.
- David Garcia was present and advised the Board that recent developments have come up and that Nightbird Books will allow the tower instead.

**Board Policies**

D.10 Board Committee Principles and D.12 Board Perpetuation:

- The board read and discussed D-10-H Need to revise to reflect board control of members; share policy owner members; sign statements of confidentiality.
- D-12
- the policies and evaluated how they are doing based on the policy guidelines.

**Review Meeting Decisions/Assignments:**

- December board meeting changed to December 17, because of the holidays.
- Budget allocations, GM contract to be finalized in closed session, Oct. 8 at 6:00 PM

**Upcoming meeting dates**

- October board meeting Oct 22nd, 2013

**Meeting adjourned at 9:20pm**

**Owner Comments-**

Stephanie Conway commented that the Cancer Support Home really appreciates the food donations from ONF and that Heather Artipe is a wonderful and helpful employee.

Linda commented that she feels the owners do not participate enough and are not enough a part of the process.