

Ozark Natural Foods
November/December Board Meeting Minutes
Tuesday February 27, 2018
6:30 p.m.

Board Members Present: Joshua Youngblood,
Danielle Dotson, Conner Corley,
Ben Ozanne, Elizabeth Quinn, John Bailey

Board Members Absent: James Selvey

Staff Members Present: Mike Anzalone -GM,

Consent Agenda:

Approve minutes for January 23, 2018 Meeting

- Motion to approve consent agenda was made, seconded and passed unanimously.

Floor Reports

President's Report:

- Has been offered consulting role with Cooperative Development Services (CDS)
- Staff comment regarding communication within management has been received by the Board.

GM Report:

- General Manager involved in Urban Land Institute (ULI) Healthy Corridor meeting.
- New Store Manager hired- Michael Chambers. Brings more than twenty years experience in grocery to ONF.
- Changing Sale Structure. From four various sales, condensing to two: Coop Deals and Owner Bonus Buys.
- Yearly All-Staff Meeting held Sunday, February 25. Topic was renewing focus on cooperative business model, providing healthy food, and serving community.
 - o Change to staff pay scale. From five to six levels. Created two new entry level positions. Increase in pay from \$8.75/hr to \$9.50/hr for level one employee positions.
 - o Increase in most pay caps, as well as investing additional \$20,000 in labor.

Reporting and Board Decisions

B1 Staff Relations

- Delayed until March 27 Meeting.

Reporting of Closed Session from January 29, 2018

Reported by Vice President Connor Corley. Profit was made by ONF in 2017. Will be returning 1/3 of profit to owners in patronage refund.

Policy Committee

Reported by Committee Chair John Bailey. Focus for 2018 is aimed at education for owners and new Board members.

Perpetuation Committee

Reported by Committee Chair Ben Ozanne. Board application is approved. To review vetting process at upcoming committee meeting.

Owner Outreach Committee

Reported by Committee Chair Connor Corley. Previous Dinner with the Board deemed successful.

Discussion

Method of Voting

- Returns are not justifying expense. Committee Meeting to discuss further.

Board Policies for review/discussion:

D5- Board Monitoring

D9- Board Member Code of Conduct

Upcoming meeting dates

- March 27, 2018

Meeting adjourned at 8:30pm.

Owner Comments

Owner comments are a welcome line of communication between owners and the board.

All owner comments are the personal views and opinions of the named owner and do not reflect the ownership as a whole. The board does not guarantee a response or rebuttal owner comments. The board takes all owner comments under advisement.

Linda Ralston-

Relying comments from fellow owner Don Austin regarding removal of community bulletin board. Would like to see bulletin board re-installed.

Regarding BlkBox rebranding and growing the Co-op- not satisfied with the less than 20 shareholder focus group. Feels owners as a whole are not informed or included.

Would also like the Board to survey the members. Feels the Board does not know those whom they represent.