



## Board of Directors Monthly Meeting

Monday, June 26, 2017; 5:37 pm - 8:16 pm

314 S. Main St., Goshen, IN 46526

**In attendance:** Eric Amt, Jose Chiquito, Robin Ebright-Zehr (arrived at 6:00 pm), Phyllis Miller, Amanda Qualls, Brian Wiebe, Rebecca Yoder

**Absent:**

**Others Attending:** Brad Alstrom, Deana Cook (new board member; term starts July 1)

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**5:37 pm:** Declaration of quorum

- Preliminaries:
  - Check-In: “Are we prepared to act on everything before us?”
  - Declaration of quorum
  - Commitment to stay on task
  - Ends reflection: Because of MCM: Owner-members and customers in the Michiana region will be healthier; there will be a local, sustainable food system in Michiana; the local environment & resources will be responsibly shared, protected and restored; there will be a locally-owned cooperative business; there will be a thriving model that inspires other businesses in the Great Lakes region.
  - Celebrating Robin Ebright-Zehr (this is her final meeting as a member of the board).

**5:43 pm:** Approve or amend agenda

- Any amendments to the agenda?
  - Pull the minutes from the May 22, 2017 meeting from the consent agenda. Proposed revisions/corrections to the minutes.
  - Move G.1 Governing Style to board decisions.
  - Being intentional about diversity on the board and intentional about the ways that we serve the Latino community.
- **Motion:** To accept the agenda with the revisions stated above.  
Brian Wiebe moves and Eric Amt seconds  
No discussion  
Motion passes: 6 in favor; 0 oppose; 0 abstain

**5:47 pm:** Consent agenda

- The consent agenda has been removed from this meeting; see ‘Approve or amend agenda’ above.

**5:47 pm:** Discussion

- Retreat date
  - September 16, October 21, or November 18?
  - There are conflicting schedules for board members. Board discussed with Thane and settled on Sunday, August 20, 2017.
- Engaging our ends: Rebecca
  - How will our ends work appear in the future?
  - Thane will join us by Skype
  - How do we engage with our ends? They are a governing tool. Want to consider whether your ends direct you to accomplish what you want to accomplish.
    - One person’s ends might be another person’s means, and that’s ok (there are different styles).
    - In policy, words are expensive. It’s OK to have a broad ends statement and let your GM fill in the blanks.
    - Ends ‘stream of consciousness’ exercise:
      - When you look at your existing ends and your notes, do you see things that aren’t there that are in your notes? Are there things in the ends that you don’t think should be there?
        - Maple City Market to be the standard when talking about triple bottom line (people/health/commerce health).
        - The ends statement now is complicated and doesn’t focus on what the market should be doing. There are too many subsets.
          - It’s a local, small grocery that offers fresh and local food that is member owned and supported by the community.
          - If it does all that, is that enough?
          - Unsure. If this is a governing tool to give to the general manager, we have to be careful that it’s not burdensome. Needs to be elevator speech in length.
        - Elkhart County has a love affair with food and drink. Production, consumption and trade. More specificity with education. Fairness is another thing you might say.
        - Become more of a resource where community members can learn about how food affects their health.
        - Access to local food, that strengthens relationships between farmers and local business owners and community members. Access to food and products that are responsibly sourced (care for things like palm oil and deforestation; cruelty free products; etc.).

- Because of MCM, Goshen and the surrounding community will have a democratic food economy.
    - Some of that is in the commerce health piece, but it's a bit weak.
  - A place where vendors and the co-op staff feel cared about (relationship-based food business). This is how business and food and relationships should be done.
  - Issues of diversity and who we're serving; the history of co-ops (niche oriented business). Want more people to be served by the store (food and income access). Because of MCM, everyone will have access to healthy, natural, organic, local food. It's important to have 'everyone' in the ends, and be conscious that that will include a diverse group of individuals.
    - There are two possibilities with ends: driving results and driving reporting. Your current/previous ends may have been there to drive reporting. It's OK to be creative. You want ends that are exciting.
    - Small committee to come up with a draft of ends for next month's meeting. Committee consists of: Rebecca, Jose, Eric, and Brad may participate.
- Fundraising/projects for the market: Eric
  - The city is open to a lot behind and to the North of the store (behind businesses that are next door). There could potentially be 18 spaces in a lot like that.
  - We want to think about our location long-term before we really pursue a parking plan or solution.
  - Considering other solutions with neighboring lot and deliveries in the alley.
  - Presentation on the possibility of opening a food cooperative in downtown Elkhart.
    - There is a problem of square footage (the spaces in downtown Elkhart aren't big enough).
    - This is a time of opportunity in Elkhart. There is credit available. There are liquor licenses available.
    - We want to apply energy and time and focus to the Goshen store.
    - There is a lot of time to undertake something in Elkhart (5 to 10 years, at least).
- GM Reports: Brad
  - State of the Market
  - May financial detail
    - We just got the financials for May today.
    - We are currently up over the last two years in the month of June (our current month).
    - There are just a couple financial indicators that aren't as good in May as in April, but these are both explainable. The long term view is good.

- Basket size still going up in comparison to last year.
- Financial report education
- Other—what can the board do to support
- Quarterly check-in: Phyllis
- New board member orientation update: Phyllis
- Possible note taker?
- GM Mid-year evaluation - process summary: Phyllis
- Review calendar: Phyllis
- Community initiative updates
  - Envirofest - July 14 from 5:00-9:00 pm

**7:50 pm:** Board Decisions

- **Motion:** To approve the minutes of the 2017 Annual Meeting.  
Brian Wiebe moves and Eric Amt seconds  
No discussion  
Motion passes: 5 in favor; 0 oppose; 1 abstain
- Any modifications to X.9? X.5?
  - X.5
    - Suggestion to strike X.5.5 (discouragement of volunteers); that isn't proper.
    - Consider reviewing the complete policy.
    - Neglect maintenance of database of owners; consider that.
    - Some overlap with the assets policies that we have.
  - X.9
    - There is a need for clarification of roles. The board does a lot of things that this policy indicates the GM should do.
- G.1 Governing Style: Board
- Being intentional about diversity on the board and intentional about the ways that we serve the Latino community: Jose
- Next month we elect officers. Thane will help us with “sociocracy.” Amanda offered that even if she doesn't run for executive office, she will help the new secretary to onboard and get up to speed.
- Phyllis is working on the GM Mid-year evaluation.

**8:03 pm:** Amanda Qualls had to leave the meeting.

- GM Monitoring: Brad
  - X.9 Board logistical support  
**Motion:** To accept X.9 with the acknowledgement of non-compliance.  
Phyllis Miller moves and Jose Chiquito seconds  
No discussion  
Motion passes: 6 in favor; 0 oppose; 0 abstain

- X.5 Treatment of customers  
**Motion:** To accept X.5. with the acknowledgement of non-compliance.  
Brian Wiebe moves and Eric Amt seconds  
No discussion  
Motion passes: 6 in favor; 0 oppose; 0 abstain
- G.1. and Minutes of the May 22 meeting: both were moved to the July 24 meeting.

**8:12 pm:** New business/comments from the community

- No community members

**8:13 pm:** Calendar review

- Next meeting July 24, 2017
- GM quarterly check-in
- GM monitoring:
  - X.4 Ownership Rights and Responsibilities
  - X.10 GM Succession
- Board monitoring:
  - G.3 Officers Roles
- Looking ahead:
  - Board Retreat TBD
  - CBLD July 8th in Chicago
- Robin Ebright-Zehr's final meeting as a member of the board:
  - Thanks to Robin for her work and service on the board.
  - Robin shared some advice to the board: Build the relationship with the GM. Also, Robin has appreciated hearing from Brad about the potential to grow this store — so, even as we envision future possibilities we need to focus on the current store. Additionally, it is good to focus on the ENDS with this new group of people; it's been good to hear this conversation. Finally, it is important to think about what do our owners think and want? I.e. It could be good to go back out and ask our owners what they have to say to this particular group of elected officers.

**8:16 pm:** Adjournment

- **Motion:** To adjourn.  
Eric Amt moves and Robin Ebright-Zehr seconds  
No discussion  
Motion passes: 6 in favor; 0 oppose; 0 abstain