



Minutes of River Market  
Board of Directors Meeting  
Tuesday May 12, 2015  
6:30 p.m. in the River Market Loft

### **Attendance**

#### **Directors Attending**

David Browne  
April Rust  
Alison Komarek  
Dan Puraty  
Matt Ludt  
Nate Hart  
Elissa Cottle  
Carolyn Scott  
Mandy Leonard  
Sara Morrison

#### **Directors Not Attending**

#### **Also Attending**

Mead Stone  
Katie Chaffee  
Rose Hauge  
Maureen Ash  
Angela Anderson  
Logan Luebke  
Alan Lavalier  
Ola Grabeus-Schmelig  
Beth Bejcek  
Patti Pierce  
Maren Smith  
Evan Sayer

#### **Call to Order 6:32 pm**

President Dave Browne called the River Market Board of Directors meeting to order at 6:32 p.m.

Everyone was welcomed and introductions were made around the table

#### **Owner comments**

Alan Lavalier commented on the adoption of a model by Minnetonka based on what the city of Austin is using to get more citizens involved with council meetings and noted that the model might be useful for River Market in terms of making meetings more accessible via some kind of video conferencing to owners in board meetings.

#### **Points of order**

Move B.3 pulled report up on the agenda to discuss after Meet the Department Manager

#### **Approval of Procedural Documents**

The Consent Agenda was called Items E-B.1, F-B.3, G-C.1, H-C.2 and J-C.8 were pulled. All others were approved.

## **Meet the Department Manager- Logan**

Logan Luebke is Co-manager of the River Market Deli with Molly Barritt. He has been with RMC 7 years and oversees deli, fresh meat, bakery and cheese departments. He and Molly do the ordering, processing and pricing. They have an Assistant Manager, Keith Anderson and a staff of 19 to 20 with 4 being full time and the rest part time. Over winter months in the past he has seen a decline in customer count and sales, but is now seeing many more excited to shop and see new things in the deli with the additions to it. The Deli is a little under-staffed but people have risen to the occasion and they really enjoy their work. Logan shared that going from 6 to 8 people to 20 is a big challenge yet it is going very well which creates a great feeling. Mead stated that deli sales from April 1 to Monday are up 43%.

## **B.3 Asset Protection Report Discussion**

This report was pulled because an item is out of compliance related to the PCI compliance. It is being worked on but it's not certain as to when it will be compliant. Discussion ensued.

April Rust moved to accept the B.3 report as out of compliance. Sara Morrison seconded. The motion carried.

## **Study and engagement**

Dan Puraty presented on GMO's.

Upon completion of the presentation a petition was presented by Alan Lavalier signed by 120 members regarding the members of River Market Co-op supporting a labeling effort of products containing GMO ingredients.

Primes- Deferred to June

## **Business**

### **BOD/GM Open Discussion-BOD/GM Open Discussion**

Mead has been working on a business plan and budget and the budget is close. He said the biggest challenge with increase in sales is staffing up. He is engaged currently with NCG Central corridor meetings.

Dave Browne had a question about a comment in Mead's report about the mission statement being on hold again.

Mead noted that they have made significant progress by calling it a strategy to achieve ends instead of mission statement. It is on the agenda for Friday's admin meeting.

Mead said that significant progress has been made on Pollyanna Park and that the lead photos of his business plan is the way Pollyanna Park used to be and the way it is today.

-Annual meeting update

Mead would like suggestions and is looking for a provider of food for annual meeting. The venue for it is the Lift Bridge Brewery. Mead said we will sell tickets again and will give a coupon for equal value at the meal to be used at River Market. The proceeds will be donated like last year.

-Spring Retreat- feedback/next steps

Next steps – possibly bring back ad hoc growth committee.

Feedback

- Elissa Cottle was impressed with Bill as a facilitator and thought it was highly productive
- Dave B read notes he took during a recent phone call with Todd where they spoke of retreat. Todd said:
  - The Board has thought long about owner engagement but will need to practice it if doing expansion

- Developing communications plan should be followed up with pretty quickly
- What we need to do around policy? Will current policies work for expansion or do we need to adopt new policies?
- Dave suggested reinvigorating the Growth Committee with 3 to 4 people who would like to start talking about communication planning, take a look at policy and bring back recommendations. Carolyn Scott, Elissa Cottle and Allison Komarek volunteered for the ad hoc growth committee
- Elissa said she liked that the retreat was little more than a half a day rather than full day and noting a preference for not having it at the loft again

#### -Treasurer's Report

Nate Hart reported that we are in Quarter 3 and that we are about half way through the budget. Invoices for consultants haven't come in yet and Mead just got Bill's invoice for retreat. Nate noted that there should be enough for three directors to go to the CCMA conference. There was also discussion about sponsorship of \$1000 to offset the cost to CCMA for another coop.

#### -Whole Earth update

Matt Ludt reported that the meeting with Whole Earth Co-op in River Falls was very pleasant and that they are in a good place. Several staff and board members from Whole Earth were in attendance at this RMC Board meeting.

#### -Board Development Committee

The committee has not met. Current Directors were reminded to get their applications in. The Board Social for board recruitment went very well.

#### -Policy & Rules Committee

Matt Ludt reported that the committee met and that minutes and further deliberation are forthcoming.

#### -Events/training (CCMA & other)

Covered earlier in meeting.

#### -Media: Currents; Website, etc.

Mandi Leonard sent questions to Matt Ludt and Carolyn Scott for respond to for Andre for June currents

Dan Puraty will submit an article on his GMO presentation for future use in Currents.

Currents deadline is June 20.

## **Reports**

#### Pulled Reports

Dave Browne pulled the D.1 report because net profits are still negative but in predicted window.

Mandi Leonard moved to accept D.1 as out of compliance. April Rust seconded. The motion carried.

Elissa Cottle pulled the C.1 report referring to the element about diverse opinions. Discussion ensued with the suggestion that the board better utilize points of order to help improve sharing of diverse perspectives. There was also a spelling correction to change general manner to General Manager throughout the report.

Dan Puraty made a motion to accept report with corrected spelling. Mandi Leonard seconded. The motion carried.

Elissa Cottle pulled the C.2 and C.8 reports to discuss engaging members beyond recruiting for the board in that she doesn't see that it is moving forward very much. Points made included:

- Create an owner engagement ad hoc committee
- Educate owners about the Cooperative Model
- Promote engagement of owners in the Co-op movement
- Utilize an iPad kiosk for owner input in store
- Look at charter about board development committee expand scope to include owner engagement

The discussion will be continued.

Nate Hart made a motion to accept the C.2 report. Alison Komarek seconded. The motion carried.

Alison Komarek made a motion to accept the C.8 report. Mandi Leonard seconded. The motion carried.

### **Director Questions & Assignments**

- Leadership and Tasks: Provide GM with Election Candidate Bios by July 1; Prepare to review committee charters at July Meeting on even years
- Board Tasks & Work: Approve Candidate Slate
- GM Activities: Organize & Plan for RMCC Annual Meeting; Monitoring Reports - B2: Planning & Budgeting
- Committees: Board Development - Notify Candidates of Nomination by June 30<sup>th</sup>
- Other: CBLD Consultant Call

Dave congratulated board on a successful monitoring reports cycle.

Open Session Adjournment 9:06 p.m.

**Closed Session:** GM proposed compensation plan discussion

Dave Browne called the closed session to order at 9:13 p.m.

The Board reviewed the General Manager's proposed Compensation Plan. A motion was made and seconded to approve a Compensation Plan. The motion carried.

Respectfully Submitted

Rose Hauge

Board Administrative Assistant