Board members in attendance: Amber, Vince, Karen, Alex

Others in attendance: Paula, Shelly

Note taker: Rachel

Facilitator: Karen

Time keeper: Alex

* Check ins
* Store
  + Mena to come in during her spring break for one-on-one training with other store staff to shadow on stocking, etc.
* Café
  + 2nd café manager
    - Job description to board by April meeting > Karen to request a specific report on findings of past few months working as solo manager and duties expected for both managers
    - Hope is for 2 café managers to pick up event coordinator duties
* HR – Transition to WC
  + How to cover needs for conflict resolution and evaluations
  + Erika’s 1 year evaluation coming up. No evaluations done on any manager in years.
  + Suggestion: Start formal manager evaluations in the next board year with new board members.
  + Ideas to pursue after board elections:
    - Going to reach out to volunteer with an HR background about setting up a system
    - Possibly work with the Nonprofit Center to help set up structure and conduct evaluations.
* GMM Preparation Update (see GMM Planning Committee task list for specific assignments)
  + Vince has 4 pages open in the Currents for the report if received by April 15
  + Paula knows a volunteer who might compile the report together
  + Rachel to be point of contact for board recruitment
    - Will send out bio form for candidates to fill out
    - Committee sign-up sheets
* Rachel to send out board retreat notes from Board Retreat (rework then send to the board for approval)
* Committee updates
  + Finance
    - Café and store lost money in February
    - Prices not yet adjusted by 1% mark-up
      * Make a statement to help deal with negative perception of increasing prices > Rachel to come up with statement for others to edit
        + Made this change for the first time in x years
        + “Help keep the co-op thriving” by only paying cents on the dollar and offer a few examples of the slight price increase on different products
      * To be rolled out after statement is made, could be talked
    - $400 to RWPH from board budget to help improve profitability > Board approves
  + Decide on responsibilities
    - Vince’s idea:
      * 5 positions are on the Executive committee (President, Finance/Treasurer, Communications, Membership, Secretary…one would need to serve as Vice President for legal purposes) (8 hours)
        + Attend monthly board meetings, can call for more if need be
        + Serve as chair on committee (except President and Secretary)
        + Can volunteer for special events
      * 4 other positions are volunteer liaison committee members
        + Attend monthly board meetings (2 hours)
        + Keep connected to the store/café as volunteers (6 hours)
        + Keep up with regular board communications via email
        + Can volunteer on committees, special events
      * Possibly compensate board members? $10/meeting
      * If duties/responsibilities are not met = 2 warnings then excused from board
* GMM questions (draft)
  + “We talk about being a part of a community…helping the community. What do you consider community/define community”
  + What does the co-op stand for in your eyes? Why do you shop or volunteer here?”

Next meeting: Thursday, April 13 6:30-8:30 pm at the River Revitalization Foundation