In attendance: Amber, Alex, Karen, Vince, Shelly and Gina. digitally present: Nichali

Not in attendance: Lisa, Rachel

10 min Worker’s Collective(actually took 6:50)

Shelly reported out that Mena is doing well and is going to be getting her 3 month review next week. There will be a new bi-weekly store meeting to check in with all staff (similar to cafe). More staff needed in the store, still interested in a day time stocking position.There has been a concern about safety, especially at night, as there was a rumor being spread in the neighborhood that the co-op is an easy target for robbery. There will be more discussion surrounding a 2nd store position but the WC would like to use a job service likely through the Urban League. The board all thought was a good idea if the 2nd position was approved.

10 min Cafe update (took 8:30)

Gina shared that we were issued a “repeat” fine by the health inspector due to cutting boards needing to be replaced; after the incident but prior to the board meeting Gina had ordered replacement cutting boards. She was unsure of the fine amount just that we would be getting one. The cafe is now hosting a “full time volunteer” who was connected in hopes of gaining culinary skills training through the W2 program. Gina is going out of town in March, Nick will cover tip reporting while she is gone but she will handle all ordering for that week.

Vince suggested a new range to increase energy efficiency in the cafe. Gina stated that there were no current issues with the range but we may want to further consider an investment in a range that has an automatic shut off for the pilot light rather than continuously venting air.

15 min. Finance (took 6:20)

Vince reviewed finance notes and proposed that the profit from 2016 be issued to staff in the form of a bonus following the previously established formula based on hours worked. Resolution passed. Shelly requested a walk in freezer for the store if there was additional money and other improvement projects were going to be discussed by the finance committee.

Vince Impact letter for RRF (5 minutes not on the agenda)

Vince asked the board to approve and Karen to sign as president, a letter in support of the RRF where the board holds their meetings. RRF is working on grant funding and needs letters of support from other area businesses. Signing the letter of support passed.

3-5 min. Communication (took 1 minute)

Spaghetti dinner was a success and everyone had a lot of fun and thought that it went well.

10 min. GMM (took 15)

Discussion about the date; it was decided and agreed upon that Sunday, May 7th from 4-7pm will be the date for the GMM. The sub committee will be meeting to break down tasks and planning soon. Gina will ask cafe staff if they want to help plan and facilitate questions at the GMM. There was discussion but not decision about posting a flyer in the co-op advertising for people to run for the board next year. Things to consider prior to making a flyer: time commitments, application process and meeting with a current board member prior to applying/ running.

5 min. Alex (took 7:30)

Per a board decision in 2014 all staff should have been given a wage increase to have a base hourly wage of $10.10 per hour. It was recently shared that staff are brought on at a lower wage and after “probation” given a raise to $10.10 per hour. Alex proposed sending an email directive to the workers collective to adjust this pay anomaly and begin all workers at $10.10 per hour beginning the next pay period. The motion passed.

10 min. Membership project (took over 25, meeting went over)

Karen brought proposal to hire someone to continue to work on reconciling the CoPos and Excel documents that store our membership information. There continue to be lots of problems in merging the documents and obtaining accurate information about our members and their equity/ contact info. Sheryl completed a 4 hour paid analysis and was still unsure of how many paid hours would be necessary to rectify the 2 databases. Problems that were cited as to why there needs to be someone to merge the systems included: in

accurate discounts for members and volunteers, mismatched equity, duplicate member numbers, inaccurate membership contact information, duplicate entries. Amber requested a longer term part time job for someone to be paid to maintain membership as it has been cited that volunteer labor is not always accurate, timely and fades from time to time. Karen proposed a contract be offered to someone to continue to merge the databases and solve the problem but was unsure how many hours the contract would be offered for. Vince asked about a better way to solve to problem long term and a potential discussion of how we issue discounts to members and volunteers as we give a large amount of money away in discounts that we are unsure of if they are being issued to the correct people. As the meeting was over by 18 minutes Amber moved that the meeting adjourn and the position and membership needs be addressed the following month. The movement to hire a contract person to reconcile the databases did not pass.

Items not gotten to: Discussion or “volunteer run co-ops article,” additional GMM planning, follow up to confirm action items and decisions.