

**Good Earth Food Co-op  
BOARD OF DIRECTORS MEETING  
January 21, 2016  
Good Earth Community Room**

Present: Gwen Feddema, Adam Konczewski,, Bobbie Hentges, Sarnath Ramnath, Noel Ashcroft, Steve Kutscheid, Matt Parks, Lisa Molitor, Christy Benesh, Katrina Dolezal-Mersinger, Sara Mruz

Absent:

Guests: Scott Lisbon #787, Pam Numella #2

<b>Executive Session</b>	
General Business	<p>1. Quorum was established, and the meeting called to order at 6:40 pm.            Approve Minutes of 12.17.15 meeting            Accept GM monthly update report            Accept New Members: 3224-3247            Accept Member Engagement Committee Report            Accept Finance Committee minutes</p> <p><b>Consent Agenda:</b> Approve minutes, accept GM report, Member Engagement Committee Report, Executive Committee Report, Financial Committee Report and approve new members and accept member return. Consent Agenda was moved, seconded and approved.</p>
Member Forum	<p>1. Scott Lisbon, #787 and Pam Numella #2 - attending to observe</p>
Board Education	<p>1. LEADer Article - Preparing for Growth</p> <ul style="list-style-type: none"> <li>a. Discussion on questions within the article, such as:           <ul style="list-style-type: none"> <li>● What are the consequences, challenges and opportunities with growth. Board members exchanged ideas surrounding change is vital for growth, branding ourselves and making ourselves unique. Continual improvement prepares us for growth.</li> <li>● Some challenges with growth could be financial, creating a growth strategy when dealing with crises that takes time. A possible loss of our identity and loss of education for members.</li> <li>● Where do we see the co-op in 20 years? We could see diversity in membership, more of a community presence which would include more than just a shopping venue. Younger generation will become more engaged and passionate with education, fitness, health and presence within schools.</li> </ul> </li> </ul> <p>2. Noel to present Store Plans for long-term</p> <p>Noel gave a brief overview of what possible changes could be made cosmetically within the store and or new space. He proposed moving the current location of produce to the health and beauty aisle and health and beauty to move into new</p>

	<p>space. The current produce cooler does need to be addressed, as it is becoming problematic with repairs. The bid he provided is at \$40,000 which did not include electrical or plumbing. This bid just includes the new cooler, install, and removal and recycling of current coolers.</p> <p>The board concluded that this would need further research with where the co-op will be in terms of growth (<i>will we still need the rental space next door</i>). After discussion involving the future of the co-op then revisit plans with GM.</p>
Board Decisions	<p><b>Board Decisions:</b></p> <ul style="list-style-type: none"> <li>● Date for Spring retreat - April 2, 2016; 9:00am-4:00pm; TBD</li> <li>● Board Social (potluck) - February 27, 2016; TBD</li> <li>● Coolers - request to authorize expenses - A full bid is needed before approval</li> <li>● Approve Finance Committee Charter - motion to approve, seconded and approved.</li> </ul>
GM Items	<p><b>Executive Session w/ GM</b> - Reflection Questions - discussion including Noel</p> <ul style="list-style-type: none"> <li>● Discussion regarding pro-activity in regard to repairs, etc.</li> <li>● Prioritize the need for what needs to be done</li> <li>● A need for the capital campaign to get these projects and tasks done.</li> </ul>
Personal Assignments	

**Executive session discussion.**

Motion to end meeting, seconded and approved. Adjourned at 9:00 pm.  
Minutes edited & submitted by Sara Mruz

**Action Items for February meeting:**

1. Date for Board BBQ in June