

**Ever'man Natural Foods Co-op, Inc.
Board of Directors' Meeting
Monday, March 26, 2007
Ever'man Community Room**

Present:

Ed Stanford – President
Dave DeBlander –Secretary
John Willey – Treasurer
Mike Kovach – Director
Eric Schneider – Director
Pam Heinold – Director
John Russo – General Manager
Jennifer Dutton – Membership Services
Tara Sanders– Employee Representative
Robin Tillman – Board Clerical Support
Ric Thomas - Employee

Absent: Heidi Daniels – Vice-President

A. Come to Order:

Ed Stanford, President, called the meeting to order at 7:15 p.m.

B. Approval of Agenda:

The agenda was approved.

C. Announcements/Centering/Open Forum:

Announcements: Employee Ric Thomas has resigned from Ever'man to complete his studies in physical therapy. He served as employee representative in years past.

Heidi Daniels is traveling tonight and the board will attempt to teleconference with her cell for the meeting. This did not work as planned.

Centering: Ed Stanford led the centering.

Open Forum: Ric Thomas stated that he does not wish to sever all ties with Ever'man and will consider volunteer work. However, he proposes that the board appoint him to fill one of the director vacancies. He has a nearly complete application form with him. Ed Stanford remarked that Ric did a good job as employee representative and would be an asset to the board. There are seven filled seats out of possible nine and two board members that may be resigning in the near future. He suggested Ric give his application to the nominating committee. There was discussion regarding Ric Thomas' appointment to the board. The board reached a **CONSENSUS** to appoint Ric Thomas to the board of directors starting in April.

D. Approval of Minutes:

Dave DeBlander moved to approve the minutes of February 2007 and Mike Kovach seconded. No discussion. **VOTE:** Passes unanimously.

E. Manager's Report:

1) General Comments

The CCMA Conference information has been updated and online registration is now available.

2) B-1 Staff Treatment

John Russo submitted his report of compliance to the board. Discussion regarding the employee manual: The current manual was adopted by the board in 1998 and has been updated since. It is used in orientation and during reviews. The lawyer reviews it periodically. Because the information is available to all, the job descriptions prevent every incident from being treated as a negotiation. Many co-ops post their

job descriptions on CGIN for review. Motion by Dave DeBlander to accept the report and second by Mike Kovach. No further discussion. **VOTE:** Passes unanimous.

F. Board Tasks Tonight

1) Date of Annual Meeting

The annual meeting is usually the third Saturday in May. The by-laws state it will be held one month after the end of the fiscal year and must be publicly posted. This year the meeting will be Saturday, May 23rd from 1:00 p.m. – 3:00 p.m. in the community room. Jennifer Dutton is arranging a “local’s day” in which to gather Ever’man’s local vendors in store. This may or may not coincide with the Annual Meeting.

2) Board Documents Update Status Report

Robin Tillman has updated the information on the September 2005 disc and is waiting for input from Heidi Daniels. When the process is complete, Ed Stanford will forward the information to Mike Healy.

3) Secretary’s Report on Status of Records (as per reporting calendar)

Dave DeBlander has the records in his home. Due to his proximity to the water, he is concerned with the safety of the records if a hurricane should hit. It was decided that the records can be stored at the new administrative building and the minutes of the closed sessions will be kept under lock and key.

4) Discussion of possible topics for board training workshop 6/30/07

The workshop will be held in June this year. Normally it is held in July when there is no scheduled board meeting. Due to the number of events in June, Mike Kovach motions to not have the board meeting in June and to resume the meeting in July. Second by Dave DeBlander. There was discussion to combine the workshop with the board meeting with no activity in July. Mike Kovach withdraws his motion. Dave DeBlander motions that the June board meeting be held in conjunction with the training workshop on June 30th. Mike Kovach seconds. **VOTE:** passes unanimously.

Last year the biggest topic was an expansion plan. Also, Michael Healy quickly reviewed policy governance last year which was very helpful. Ed Stanford recommends this is done again and requests other topic suggestions be emailed to him.

5) CCMA Conference in LaCrosse, Wisconsin, 6/14-16/2007

So far Ed Stanford, Dave DeBlander, John Russo and several store employees are planning to attend.

G. Tasks Pending

1) Continue to Revise Policy Register

2) From tonight’s meeting-

Topic recommendations for the June Workshop with Michael Healy

Continue to update board documents

Transfer of board documents to the administrative offices for storage

H. Closing

1) Evaluate Meeting – Ed Stanford reminds the directors that a written evaluation may be used.

2) Next Meeting Topics

Board officers should be designated next meeting to prevent John Russo from filing two reports. The officers will be officially elected in June. The next meeting will be held April 23rd.

I. Adjournment

Ed Stanford adjourned the meeting at 8:11 p.m.