

Board of Directors Meeting
Monday, June 18, 2018
6:00pm check-in | 9:20pm adjourn

Check-in

Directors: Tony Bezsylo, Sean Shatto, Claudia Richman, Norma Samame, Celeste Levitz-Jones, George Langford, Ally Young. Absent: Ed Corcoran, Rebecca Reynolds.

Owners: Sharon Hoyer (GM), Audrey Sekendur (staff), Meghann Wilkinson (scribe), Tom Pierson (facilitator), Paula Gilbertson (NCG), Alec Hudson.

Consent Agenda *Adopted with one abstention. (AY absent during staff shift.)*

May Meeting Minutes approved.

Resubmission of BI Report for Q3 accepted.

HR and Finance Committee Reports accepted.

Updated HR Committee Charter adopted.

FY18-19 Board Budget passed.

Meeting Agenda

Board Process, C8 Monitoring, Study on Ownership, Election Committee update, and July Agenda items all shifted online to allow for 90min Executive Session after break.

Owner Comments

Tony Bezsylo, Owner Liaison

Alec Hudson is an intern at Austin Coming Together, a nonprofit coalition organization in the Austin neighborhood that works with community institutions. ACT is working to develop a grocery co-op and is recruiting for its steering committee, as well as seeking assistance with all aspects of getting the co-op underway. Contact: autincommunityfoodcoop@gmail.com, whudson@austincomingtogether.org.

May Operations Report

Sharon Hoyer, GM

May sales were on par with April, below projections. Improvement in deli, produce, cheese but decline in dry grocery. Slight boost from addition of hard liquor. Grocery manager will be focusing on category management to identify where there are holes, slow movers.

Q4 Owner Bonus coupon mailed out. Will be assessing if there is a need for additional owner incentives as redemption has come in well below budget for first two rounds of this program.

Labor continues to be low; we are still down a store manager and have been short staffed on front end and prepared foods. Pay increase going into effect July 1. Working on getting more of staff to full-time.

Basket size dipped in May, customer count rose. Sharon will work with Paula to determine goals around basket size, using trend lines from prior 9 months of new store operations.

Store manager search continues. Offer made to most recent candidate was turned down due to pay rate, though salary range was posted with the position. GM has spoken with a recruiting firm that works

more with co-ops, would incur costs. NCG has been brought along throughout, most candidates have come from Cooperative Grocer Network postings. Sharon will confirm post is up on Good Food Jobs.

GM Monitoring: B2, Financial Planning

Sean Shatto, President

Global B2 report not accepted. GM will re-submit for July meeting.

Interpretation: updated to *“the business plan and budget for the coming year will be written toward the Dill Pickle Food Co-op Ends, will protect the financial health of the co-op, and will be derived from the proforma.”* Initial interpretation of “will look ahead at least three years” conflicted with the single year purview of the plan submitted, though assumptions are drawn from our multi-year financial projections.

Data: not sufficient. Resubmission will include the proforma as an addendum, as now referenced in the interpretation. Discussion on the business plan: Fiscal Health strategic priority area lacks detail in comparison to other sections; board would like to see more specificity on managing key indicators. GM will correct title of the document to FY18-19.

B2.1: Accepted as compliant.

B2.2: Accepted as compliant.

B2.3: Accepted as compliant. Flagged for Policy Committee review: continued vacancy of store manager position would result in default with NCG financing agreement, but represents a *lack* of expenditure.

B2.4: Accepted as compliant.

B2.5: Accepted as compliant.

B2.6: Accepted as noncompliant with prior board approval as planned in proforma. Flagged for Policy Committee review. Historical note from Tom: this policy was written hastily; could use language like “not insufficient” instead of referencing a specific DSR number.

--- Break 7:30pm ---

Directors + Paula and Tom relocated to Five Point Holistic Health, 3234 W Fullerton Ave.

Executive Session 7:50pm

Discussion of Paula’s NCG Development Advisor Engagement Summary.

Tony departed at 8:30pm for childcare obligations.

Meeting adjourned at 9:20pm.