



Ideal Green Market Cooperative
34988 County Road 39, Pequot Lakes, MN 56472
www.idealgreenmarket.com / 218-543-6565

MISSION: To provide access to local, sustainable and healthy food and products.

WELCOME (6:30pm)

Board of Directors:

- Jason Baca (2017) Mike Winkels (2019) _____ Bonnie Coffey (2019)
 Geoff Davidge (2017) John Plein (2017)
 Steve Roe (2019) Abbie Schramm (2018)
 Barb Mann, Temporary Co-op Store General Manager

GUESTS: Mary Plein, Ron Kidder, Teresa Truillo, and Pat Rogness.

MINUTES: October 3, 2016 – **Regular Scheduled Board meeting**

6:30-6:32 **APPROVAL OF MINUTES-LAST MEETING:** Motion: John P. Second: Mike W., Motion Passes

6:32-6:42 **STORE MANAGER REPORT:** Barb Mann, report attached.

6:42-6:55 **TREASURER'S REPORT:** John Plein Motion: Steve R. Second: Jason B, Motion passes

6:55-6:57 **NEW MEMBER APPLICATIONS:** Laurie W, Anne J, Jodie E., Brings total to 210 members. Motion to approve members: Abbie S Second: Steve R. Motion passes.

COMMITTEE REPORTS

- a. 7:00-7:05 Executive. – Geoff
 - a. HR Policies and Procedures Manual presented by Geoff to board. Abbie S. moves to approve, Mike W. second, motion passes. Store procedures manual will be discussed in the next executive meeting.
- b. 7:05-7:10 Finance. – John
 - a. Fall funding campaign, details still in the works.
 - b. Given our financial status the finance committee worked on solutions to keep the co-op moving in an upward direction.
 - c. John opened a letter from Barb that included a gift of \$3,000 to the co-op. Thank you Barb!
- c. 7:10-7:15 Human Resources – Mike
 - a. Update on GM position – currently in a holding pattern for hiring based on financial status of co-op. Thoughts on splitting position into two positions. Discussed with Mary Plein the option of volunteering some hours to help with the technical side of co-ops.

AD-HOC COMMITTEES.

- a. 7:15-7:20 **MERCHANDISING /PRODUCT DEVELOPMENT** – Steve R., Jason
 - a. Discussed increasing sales with the use of bundles and offering products differently that they are now in a bundles or bulk to promote revenue.
- b. 7:20-7:25 **PROMOTIONS/Recruitment/MEMBERSHIP** – Abbie S.
 - a. Advertising will be kept at what we are at right now, no new unless no cost, events: B2B, Holiday Lunch Fundraiser in planning – set for December 10th. Board members please start to collect silent auction items.
- c. 7:25-7:30 **VOLUNTEERS** – Barb Suggested a volunteer training once per month, Joan I. can direct this. Barb will discuss with Joan and pass the coordination and planning of volunteer trainings over to Joan I.

Old Business:

- 1. 7:30-7:32 **Member/Owner Evaluation Survey** – update. Results attached. Will continue to run the survey for a little longer.

New Business: Started meeting with new business to accommodate our guests. 6:35 Meeting Started.

- 1. **Negotiate lease contract - Ron Kidder.** – Ron provided us with the adjustable scale that we have been working with for our rent. The new scale and lease agreement needs to be signed by December. Ron also offered options of grants to the co-op. Option 1 was a gift of \$20,000 to the co-op with the exception that our

monthly rent would increase \$50 per month. Option 2 was a gift of \$40,000 to the co-op with the increase of our monthly rent by \$100 per month. After much discussion, Steve moved to accept the second option (gift of \$40,000) from Ron Kidder. Jason seconded. Motion passes – 5 yes, 1 no. New lease agreement will be signed by co-op, and Kidder’s will transfer grant checks shortly after. Many thanks to the Kidders for their continued support.

2. **Employee Update – Teresa and Pat** – Teresa and Pat wondering what their position is when Barb leaves and how the co-op will continue to run without a “manager” there. Did say that they are willing to learn ordering and help “coast” to get through interim, however, there is a lot that Barb does for the co-op that needs to be addressed before she leaves. Geoff assured them that we would let them know how we plan to proceed within a week. Later in the meeting the board discussed having Barb visit with both Pat and Teresa about the possibility of increasing their hours to potentially split “Barb’s” position and what tasks they are willing to take on and split. The board will decide what the next “hiring” step is after we find out what Pat and Teresa are willing and able to do, and how our financials are able to handle another hire.

BOARD TALK: Each Board member will have 2-minutes to give their assessment on the current IGMC as viewed by the themselves/members/public.

Next Board Meeting: TBD 6:30 pm at Ideal Town Hall. **Regular Scheduled Board meeting**

Tasks-

Follow up-

ADJOURNMENT 8:38PM