

Tidal Creek

FOOD CO-OP

BOD MEETING MINUTES

Board Meetings are open to the owners of the Co-op. Our Board meets once a month, usually on the first Monday of each month, at 6 PM in the Co-op conference room. Owners are invited to sit in; in addition, they can address the Board for three minutes at the start of each meeting.

APRIL 3RD 2017

CO-OP CAFE

Attendance: Ryanna, Bruce, Matt C., Matt K., Anthony, Katie, B., Kelsey, Evan, Ed, Danica

Staff guests: Bill, Freda, Andrea, Sam, Sam, Eric, Rob C., Dakota, Casey

GMs: Anthony, Krista

ACTION ITEM SUMMARY

BOD:

-Send email to staff about SEARCH (not hiring) committee application and interview process.

-Submit a public statement, 2 sentence summary to go out to ownership. Blog post and revisit FB group for 'Bring A Co-op Downtown.'

Katie:

-Summary of Katie's input for staff survey.

-Development cooperative bank, process of exploring feasibility of expansion.

ANTHONY: Survey Monkey, we have a Tidal Creek account.

BOD needs to come prepared, looking at info 5 days prior to meeting.

RYANNA + BRUCE: Write blog post within week to send out message to ownership.

ANTHONY+KATIE: Continue talk and seek guidance on relocation.

Owner comments

Andrea: As a longterm employee, never felt so good about this co-op as I have in the last 2 months. Able to come together, better energy, strong come back. Positive response from staff and customers. Brought signed statement saying they'd like to have Krista and Anthony stay on as general managers and not move forward with the GM search committee. Feels like it's going too fast, feels insecure. Asks board to wait 6 months, until the next election, to form the search committee.

Bill: Expresses entire support of GMs. It's been a long time of extreme uncertainty. What's the point of going through the search committee process, and what IS the process? We don't need someone from half way around the country, we have people here that know how to do this. What is the real longterm arrangement? What does staff say to customers? Wants to make this a permanent situation and move on.

Dakota: Has been here for 2 years and this is the best it's ever been. People are working together much easier, she supports current GMs.

BOD response: We're back with co-op resources, CDS and C-Build, to ensue we are doing things correctly. The board has been strongly advised to conduct a GM search, and the current GMs are included in that search.

Discussion between staff and BOD trying to get clarity.

TODO BOD: Send email to staff about SEARCH (not hiring) committee application and interview process.

Upcoming Staff Survey Review

Additions for list, what would you like to see?

Do you feel safe at work?

Clear decision making process?

Grievance process confirmation from previous review.

TODO Katie: Summary of Katie's input for staff survey.

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GM Report

Interim management plan handout:

- Cash went up, why? Huge amount of back stock.
- Discussion on buying restructuring in grocery department.
- Official financial reporting will be available at the end of next month (May).
- Occupancy expense went down 31% because of rent, parking, and janitorial costs.
- 70k per week vs 62k per week in comparison from last year. First time since 2011 we're seeing an uptick in sales and customer count.
- Ernie, our accountant, is currently reviewing the books.
- Cooler update: Catering opportunities, need more cooler space! Food truck space has a giant kitchen available to rent.
- Liability? example: Rob driving on co-op time? Double check.
- Lost our 2.5% discount for UNFI under previous management. Need to regain the cost-plus.
- Wholesale distribution is a huge opportunity.

Customer Survey Data

- Raw data from customer survey needs to be summarized.
- Want to see the raw data of staff surveys.

TODO ANT: Survey Monkey, we have a Tidal Creek account.

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TODO Katie: Development cooperative bank, process of exploring feasibility of expansion.

TODO BOD: Submit a public statement, 2 sentence summary to go out to ownership. Blog post and revisit FB group for 'Bring A Co-op Downtown.'

TODO RYANNA + BRUCE: Write blog post within week to send out message to ownership.

Discussion on clarification of original message that was sent to ownership during GM change.

- Still support moving downtown, communicate this to ownership.

Community participation

- Tidal Creek was present at the Queen St. event, making sure we're present in that community.
- Discussion about focus shift. It was all about downtown for so long, but for now, we are going to make it work and profitable here.

Development Co-op

TODO ANT/KATIE: Continue talk and seek guidance on relocation.

- Expansion can mean so much! Tailgate farmers market, wholesale opportunities, grocery delivery service with SHIP.

Comments

- Have a farmers market here?
- Satellites locations? It always comes up.
- We have support! Rob C., —> food counsel —> build bridges

EXECUTIVE SESSION

NEXT BOD MEETING 5/1