

Present

Directors: Tracey, Elliot, Matthaus, Mark, Jim, MerleAnn, John, Stephen, Amelia, Beth
Managers: Courtney, Emily
Facilitator: Shane
Staff: Claire, Anni, Nick, Dusty, Richard

Action Items

- Mark to draft proposal re management bringing a proposal for collective management
- If interested, email the list to get an invitation to the call
- Amelia to find out if there are any unused hours left with Michael
- To bring recruitment information and guidelines to the January board meeting

Phone Call Topics

- Collective Management
- Budget Approval

I. Revise/Approve November Meeting Minutes

1. Minutes Approved (9-0-0)

II. Management Report

1. Large purchases happening soon, will attempt to pay for it all in 2009.
2. Newsletter coming soon to a mailbox near you.
3. Almost 800 active members (74% retention rate)
4. Successful membership drive in October

III. Budget

1. Awesome copies.
2. 7% sales growth projected/budgeted for 2010.
3. **2010 Budget Approved (10-0-0)**

IV. Board Budget

1. Motion to approve Holly as our consultant
2. **Motion passes (6-0-4)**
3. Financial Review
 1. Last word was that the Finance Committee had lost momentum in pursuing a financial review.
 2. Agenda Item: Review Limits policy re Financial Review (Should it be a Board issue or Operations? What are the desired results and information to be gotten?)
 3. Right now the Financial Review is listed as a monitoring method in the policy, not as a limit.
 4. Beth, Mark, Amelia, Jim to work on committee with looking at the Financial Limits policy re Financial Review and budget.
4. Motion to approve Board Budget
5. **Board Budget Approved (9-0-1)**

V. Collective Management Committee

1. Committee work had been proceeding for a six months plus a bit, staff voted to extend the life of the committee, management said that money for the committee work would be better spent elsewhere.
2. Concern that the committee was disbanded for other than budgetary reasons.
3. Initially six months was given to a five person committee of two meetings per month and one hour of non-meeting time. March – July.
4. What's the purpose of having this on the agenda?
5. Assumption that the co-management structure was a temporary measure while the staff was working

of a collective structure.

6. The co-management structure was approved indefinitely until further changes were desired.
7. Management structure had been a board study topic for some time.
8. Collectivization has been a persistent topic for the past five years.
9. The recommendation from Lori was to work for a fixed period of time and then either move forward or stop work on the issue.
10. Most of the staff development work this year has been working toward collective management.
11. Is there any chance of having a proposal come to the board in the near future? Probably not.
12. Our role as a board is to approve a management structure, is this topic reaching too far into operations?
13. Is the staff ready/prepared to move to a collective structure?
14. In our current structure, the management can allow the staff to make decisions democratically, but don't have to. They have historically done this, but this can change with any change in managers.
15. The board's responsibility is the coop mission, which includes democracy.
16. The board could task the management team with bringing a proposal.
17. There is a rough proposal drafted by Claire available for perusal.

VI. Election Committee

1. Anyone interested?
2. Candidate orientation
3. MerleAnn and John are willing to make a committee

VII. Board Member Recruitment

1. 7 open seats, 6 can be elected, 4 board members are rerunning
2. Five should be recruited
3. Invite potential candidates should be invited to a board meeting (at the right time)
4. Four board members should each recruit one candidate
5. Are any staff interested in running?

VIII. Call with Michael

1. December 18th 9AM PST

IX. Evaluation of Management Review

1. Email John (Personnel chair) with feedback re Management Review process
2. Three month probation period with Emily's hiring as co-manager is over.

X. January Meeting

1. Executive Session Topic: Merit bonus decision, feedback on review process
2. January 5th