

Missoula Community Food Co-operative Meeting Minutes: February 28, 2011

Members present: Jess Glebke (facilitator), Kate Keller, Denise Alexander, John Couch, Amy Weiss, Jack Rowan (director), Merrill Bradshaw, Emily Lincoln (director), Kate Meinig-Smith (director), Ben Weiss (director), Leslie Guerrari (director), Cass Hemphill (recorder).

1. Welcome

Jessica began the meeting at 6:07 pm..

2. Additions to the Agenda.

No additions were made.

3. Announcements.

The Directors are tentatively planning to conduct their retreat overnight at Symes Hot Springs on April 9-10.

4. Action Items.

Meeting Minutes – Ben moved that the minutes from October, November, December, and January be approved. Leslie seconded the motion, and the motion passed unanimously.

5. Open floor for members.

Cass asked about the MCFC approach to decision-making. Leslie said the group had traditionally used consensus but at some point drifted into using Roberts' Rules of Order. The board will discuss options at their retreat.

6. Board of Directors (BOD)/discussion items

Specialized member jobs – These are continuing jobs for which the hours are less quantifiable than work-shift jobs like cashier or stocker. Examples of specialized jobs include the recycling coordinators, graphic designers, facilities-related jobs, marketing/p.r. writer, and child care coordinator. The members discussed included the need to document hours spent (in the same way hours are documented for cashiers and stockers). Another issue discussed was that those job opportunities be opened to the membership as a whole before they are assigned. The board will work with Kate and Val to identify these jobs and include the policies in the member manual. The board wants to limit the numbers of specialized jobs. These jobs will be treated like a FTOP job.

Committee jobs – Specialized (continuing) member jobs are different from committee member jobs. The board discussed their preference that members serve for a full year in the store before someone begins accruing working hours on a committee. The board also clarified that committee leaders are not required to be board members; in fact, the preference is that regular members be

committee leaders. Committee leaders will act as a shift leader, collecting and reporting hours for the entire committee.

The board will finalize the policies for specialized member jobs and committee jobs and bring them to the general membership for approval at the next meeting.

Grand Opening – The Grand Opening will be March 5, 1 pm to 10'ish. The first 4 hours (1 to 5 pm) will be focused on welcoming the public to and celebrating our store. A second register will be opened for this event, and we'll have snacks, samples, and bands. Ads are being placed in *The Independent* and on KBGA; posters and announcements have also been distributed. Mayor Engen, someone from Senator Baucus' office, and other important people will be present for the ribbon-cutting. The evening (after 5 pm) will be member-focused, with a giant sub sandwich, more bands, etc. We will break between 5 and 6 to close the store and set-up for the evening, accompanied by Lizzie Juda's drum circle. Jack is submitting permit requests to use sandwich boards and hang a banner.

Member Manual – The Board feels strongly we should continue the one member/one membership policy and to revise the member manual to “encourage” all adult members of the household to have a membership. The members agreed with this wording change. Other wording changes were also discussed. Kate discussed how the lack of clarity in member policies has led to difficulties. Jess also discussed reframing the manual to be appropriate for Missoula (rather than Brooklyn). The discussion focused on the need to be “just” in how we apply our member policies.

Changes to the member manual will be incorporated by the Attendance Committee and brought back to the general membership next month.

[Action Item for March – Discuss meeting location].

7. Reports

Coordinator

Membership Desk – Kate reported that she and Val are working to move the office shift duties out to the store, where the assigned person will help with membership status and membership questions. This will reduce the number of people needed in the office and working in the database.

Child Care – The Co-op needs to resolve child care/attendance/etc. policies. Ben expressed concern that some members have left the Co-op because of this issue. The board will ask Val to move forward on a child care coordinator.

[Action item: Kate will review the member manual to be sure the discussion on child care is included.]

Financials. 2011 budget.

No report.

Building and Ad Hoc Capital Budget.

Building – Jack expects the painting and floors to be done this week.

Budget – Jack has been working with Terri to complete the budget. We discussed bringing back the carrot poster that shows our monthly income.

Lease – Finalization of the lease is still pending.

Loan program – We have some additional income but unless there's another influx we will have a budget shortfall in March and will have to call on reserves to meet expenses.

Attendance Committee.

Member Manual – As noted in Item 6, above, the Attendance Committee will take the revised wording changes discussed by the members, incorporate those changes, and bring a revised manual back to the members at the next meeting.

Product Committee

Bob Oaks is a new member on the committee. Committee Leader Amy Weiss would like to have 2-3 more members on the committee and will try to recruit them at the grand opening. Amy will meet with the committee to review the current product policy and bring any revisions to the meeting next month.

The meeting ended at 8:07 pm by general agreement.