

MINUTES FROM THE LEXINGTON CO-OPERATIVE BOARD MEETING

March 4th 2019 at Lafayette Lofts

Attendance: Valerie Rettberg-Smith, Alison Wilcox, Hope Hoetzer-Cook, Marissa Pace, Heather Lazickas, Derek Bateman, Elizabeth Robinson, Matt Caldiero **Absent:** Peter Cimino

Staff Members: Tim Bartlett, Jessica Carroll, Amanda Cammarano **Owners:** none

Alison Wilcox called the meeting to order at 07:05 PM and reviewed the agenda.

Agenda Item	Discussion/Documents Reviewed	Board Action
Review Agenda	Board reviewed the following document: <i>March 4th 2019 Agenda</i>	
Owner Observers	Owner, Wendy Pierce emailed the board with a NY Times article suggesting ways to eliminate plastic	
BOD Calendar	<p>The Board reviewed the BOD calendar</p> <ul style="list-style-type: none"> - Next Board meeting on Monday April 1st - The Board retreat will be the weekend of March 29th and March 30th at Hotel Henry - The Board will write an article in the May/June LexTalk newsletter - The Elections Committee will discuss candidate recruitment at the April 8th meeting - <i>B8: Customer Service & Value</i> report will be moved from June to July 	
Minutes	<p>The Board accepted the February Minutes as written. Motion: Marissa, Second: Hope. Vote: 7-0, Matt abstained. Motion Passed.</p> <p>The Board accepted the Minutes from Special Electronic Board Meeting February 24-25 as written. Motion: Heather, Second: Matt. Vote: 8-0, Motion Passed.</p>	
GM Reports	<p>B1 Staff Treatment Motion to accept the B1 Report. Motion: Hope, Second: Derek, Vote: 8-0. Motion Passed. Reasonable Interpretations?: Yes, Data Provided?: Yes, Compliance?: Yes Severity: Low, Implication: Medium, Trend: N/A, Board Action: Review this policy, and Tim's interpretation of the policy next year Comments: Board accepted Tim's report as his interpretation of B1 and given all of the changes in the organization the Board was happy to see improvements in staff survey results. Will monitor future reports to see if any trends develop.</p> <p>B2 Compensation & Benefits Motion to accept the B2 Report. Motion: Marissa, Second: Matt, Vote: 8-0. Motion Passed. Reasonable Interpretations?: Yes, Data Provided?: Yes, Compliance?: Yes Severity: Low, Implication: Medium, Trend: N/A, Board Action: Board would like to see reporting of employee turnover Comments: Board accepted Tim's report on Compensation and Benefits. Will monitor future reports to see if any trends develop.</p>	
Return to Profitability Discussion	<p>The Board held a discussion around the Return to Profitability Plan presented by Tim. Cash management remains the main priority. A three-pronged plan was presented: reduce shrink, reduce overtime, and review pricing/margin.</p>	
Retreat Preparation	<p>The Board discussed plans for the upcoming Board Retreat on March 29-30, 2019. Plans include discussions on the following: strategic visioning, policy governance, and Ladonna Sanders-Redman will speak about inclusivity. Representatives from National Co-op Grocers and Seward Food Co-op will be on hand in person and virtually, respectively. After review, the retreat will be at Hotel Henry, which is more cost effective than the previous venue.</p>	
Adjournment	<p>Meeting was adjourned at 9:09PM.</p>	

Respectfully submitted by *Amanda Cammarano* on March 4th, 2019