**Minutes of Lakewinds Natural Foods Cooperative**

**dba Lakewinds Food Coop**

**Board of Directors Meeting**

**Monday February 22, 2016**

Present:

Stephanie Matz, President

Tim Reese, Vice President

Brenda Pfahnl, Treasurer

Katie Bloomstrom

Kari Broyles

John DePaolis

Sarah Carroll

Ryan Sweeny

Absent: Karyn Penn, Secretary

Staff: Dale Woodbeck, General Manager

1. **Call To Order**

Stephanie called the meeting to order at 6:35 p.m. on Monday February 22, 2016 at the Eden Prairie headquarters.

1. **Announcements**

CCMA 6/9-11 Amherst, MA. Board members should let Dale know if they are interested. A couple members of Lakewinds staff will be attending.

**3. Consent Agenda**

Consent agenda included approval of January 2016 applications*-motion by Ryan Sweeny, 2nd by Katie Bloomstrom and all voted in favor--*and repurchases and January 2016 board meeting minutes—*motion made by Ryan Sweeny, 2nd by Sarah Carroll and all voted in favor*.

**4. Reports**

General Manager Report: Staff have started working with consulting firm Growth Works and it is going well. They have experience with Seward Coop, Mississippi Market and Eastside Coop. See more information on Growth Works under the Board Retreat discussion.

LOFF: 27 applicants have applied for $45,000 in grant funding, including $5,000 from our 2015 round-up program. Reviews will be occurring on March 1st. Reviewers have the discretion to grant additional funds from unclaimed patronage dividends to non-profit applicants.

Financials: Stores are at or above targets for the revised budget for January 2016. Year to year comparisons for Dec 2015 and Jan 2016 look negative because Dec 2015 and Jan 2016 saw an abnormally high sales volumes. Board member Broyles requested seeing some departmental figures on a quarterly basis moving forward.

Limited Income Shares: An extensive conversation was held on this topic. A sub-committee consisting of board members Pfanhl, Reese and Penn met last week and presented some topics for discussion. The subcommittee has been exploring options for making Lakewinds stores more accessible to people with limited incomes including: offering equity shares, offering discounts for income qualified members, marketing/promotional programs that highlight affordable products, and partnering with local agencies such as food shelves. Many questions were raised by board members such as: Who qualifies for a program? What are other food coops doing related to this topic? What is our objective for this effort--is it increasing COOP participation or addressing food insecurity? How many members of the community would participate? How does this relate to efforts already undertaken by Lakewinds staff? How does the board's role complement and differ from the staff's role? How would a program effect operations and revenue? Board members expressed interest in this topic, but it was clear that more data and details were necessary before any action could be taken. The subcommittee will reconvene and present more information to address some of these questions at an upcoming board meeting.

**5. Board Retreat**

Date is set for April 16th. Board president Matz is meeting with consulting firm Growth Works to discuss an approach and a topic for the retreat. The following topics were discussed as possible foci for the retreat and she will get feedback on these from Growth Works.

Executive Responsibility Reporting: General Manager Woodbeck has been working with Art Sherwood from CDS on new methodology for ER reporting and will be presenting a draft of this at the March meeting. The goal is get alignment on this and begin using the new procedure by the start of the fiscal year. This procedure may change how the board evaluates progress on achieving our ends and some reflection on this could be a retreat topic.

Ends Evaluation: GM Woodbeck will also be presenting an annual report on how Lakewinds is achieving our ends policies through the use of the 5 promises. A retreat topic could be exploring how the ends and promises come together.

How can Lakewinds differentiate as a COOP in the grocery market?

How does Lakewinds increase participation from other sectors of the community such as those on limited incomes?

What does growth look like in the current marketplace?

Should Lakewinds invest more effort in the growth of cooperatives in the marketplace? Cooperation among cooperatives.

**6. Annual Member Meeting**  Staff have been exploring some new options for the location and format of the annual meeting in an effort to increase the number of members that participate. Several options were presented to and discussed by the board.

**7. Adjourn** The meeting was adjourned at 8:15 with a motion from board member Carroll, 2nd by board member Broyles.