



Board of Directors Meeting  
Monday, Sept 23, 2019  
Location: Eden Prairie Office

**Present:**

Naomi Sadighi (President)  
Nancy Twidwell (Vice President)  
Gretchen Enninga (Secretary/Treasurer)  
Christina Meyer-Jax  
Kari Broyles  
Anne Sheridan  
Jeni Ellick  
Sarah Berg  
Dale Woodbeck (General Manager)

**Absent:**

Ryan Reichenbach

1. Call to Order
  - Naomi Sadighi called the meeting to order at 6:31 pm.
2. Closed session to discuss GM performance evaluation
3. The meeting was re-opened.
4. Motion to approve merit increase for GM based on Dale's performance appraisal
  - Gretchen moved and Christina seconded. Motion carried.
5. Announcements lead by Naomi
  - Dale received a verbal review of his performance with the executive directors and will be receiving written communication of his merit increase.
6. Annual Meeting Review and Election Results
  - Annual meeting was a success and appetizer style generally worked well
  - Suggestion to show video and expand meeting content
  - Ensure that sustainability is applied to all aspects of the event (e.g. wrist bands)
  - Thank you to Nancy for her 3 years of service to the board.
7. Board self-evaluation review led by Naomi
  - Interest in seeing the actual board ratings so it's clear where board members feel we exceed/meet/don't meet expectations.
  - Current board calendar states we will do GM performance evaluation and merit review by July 1st, which is in alignment with the schedule for store managers and leadership team. Currently we are not aligned with by-laws.
  - Important to give board members ample time to complete both board and GM reviews.
  - Merit based pay increases for other staff is effective in January.

- General interest from the board to ensure policy aligns with practice of when GM performance evaluation and merit review is completed. Ends reports need to be completed prior to this process.
  - Will review board calendar at October meeting.
  - Board continuity is a big area of opportunity, ensuring that history and board knowledge is captured in a common space. Dale will work with IT on a solution.
  - Suggestion for Kari to revisit evaluation suggestions and determine actionable steps. This could involve laying out key areas of work into committees.
  - Immediate need to establish formally documented onboarding process/packet.
  - Board consensus to remove evaluation components related to "board budget".
8. Approval of August new owner/repurchase report and meeting minutes
- Anne moved and Jeni seconded. Motion carried.
9. Review and Discussion on Reports
- Preliminary financial reports – August, 2019
  - General Manager report
    - Sales for August were up 2.1% over August 2019.
  - Capital Plan Review:
    - Chanhassen remodel expected to go smoothly and on schedule
    - Minnetonka Kitchen and Roof
    - Gretchen suggested looking into county resources and grants for waste and energy management. MN Chamber of Commerce also has resources for this.
  - NCG GM meeting report out by Dale
10. Closed session to discuss real estate matters and legal matters
11. Reconvene in open session
12. Meeting adjourned at 9:01.
- Kari moved and Naomi seconded. Motion carried.