**Monthly Board Meeting –Thursday, October 17, 2019**

**5:00 pm, Main Market Co-op, community table main floor**

**Minutes**

1. Call to Order – President 5:12pm
	1. Review of the Agenda: Reviewed Individually
	2. Roll Call: Tamy, Tim, Laura, Dana, Amber; Absent – Martee; Also present Shanon
	3. Committee updates: Board Perpetuation needs to meet prior to next BOD meeting.
	4. Staff member Angel in attendance. Introductions and short discussion about Angel’s perspective of working at MMC.
2. Approval items
	1. Approval of September Minutes:

 **Dana motion, Amber 2nd, Tim abstained, passed**

* 1. D-1 unity of control reviewed:

D-2 accountability reviewed:

 **In compliance for D-1 and D-2, Dana motion, Amber 2nd,  all in favor.**

* 1. Staff Party plans - finances approved to use BOD funds. Date set for November 2, 2019 6-10pm at Black Label Brewery in Saranac Commons. No family, significant other ok, look into getting games from Merlins, MMC will close at 6 so all staff can attend.

Tim is moving to Mammoth California he will be available for Board of Directors meetings via WhatsApp, for the rest of his term. Board perpetuation committee will need to procure 3 to 4 new board members.

MMC classes to be organized by the Board of Directors, possibly.

* 1. FYI - sales slowing in last month. Member sales in meat department did especially work well. Local Case sale in produce currently, in future will make part of volume purchasing. Marketing worked this month. Bulk expansion coming soon. New (experienced 8 yrs Moscow) front end person Holly. Isabella is PIC will move into bulk buying and Holly will move into PIC, hopefully by end of November. Labor% to sales is better. Angel will begin training with Nancy and maybe member services.

 Sushi chef begins Monday, about 25 hours M-F. (BOD Dana has huge rice cooker … if needed.)

 HR points system is has some merit, maybe looking to adjust it to be more useful.

B-6 staff treatment and compensation – compliance. We need to commit to do a staff survey every other year by outside service. MMC need to do in January, we could check with Moscow and ask if we can piggy back their auditor in the same trip.

 HR practices audit by consultant. Will look into getting that scheduled.

GM job description needs to be reformatted to be congruent with all other MMC job descriptions.

 B-global - in compliance with all aspects, with focus on 5th

 **Motion Amber, Dana 2nd, all in favor.**

Meeting adjourned 6:31pm

3) Executive Session:

 Adjourned at 6:55pm