

**Blue Hill Co-op Board Meeting - August**  
August 22nd, 2024, Blue Hill Co-op Café

Board Members Attending: Cheryl Boulet, Jo Barrett, Deborah Evans, Aaron Dority, Jenny Brillhart, Annie Silver,

Absent Board Member(s): Jen Traub, Tim Tunney, Anne Gilchrist

Others Attending: Kevin Gadsby (General Manager).

Jo Barrett, minute taker

Aaron Dority, meeting facilitator, timekeeper

Annie Silver, tasks and decisions

Meeting called to order at 6:02 PM.

Approval of Agenda

**Deborah moved to approve the agenda with changes. Jo seconded the motion. The motion unanimously carried.**

Tasks and Decisions Check-In

Annie reviewed the tasks and decisions from the prior meeting.

Approval of Minutes

**Deborah moved to approve the July, 2024 BOD Minutes. Cheryl seconded the motion. The motion unanimously carried.**

Open Owner Time

- Review of Steve Benson's remarks and the NCG Statement on Israel-Palestine Conflict: Discussion included a question about our history of making political statements and whether we have a policy for such. Jo suggested that we tell ownership that NCG published a statement and share the statement for people to read. Aaron says that we need to be careful about creating expectations that we will weigh in on politics. Deborah feels that we should stick to issues related to food. None of the Directors present had any issues with the statement itself. The Directors agreed to err on the side of caution and keep the co-op politically neutral and not publish or endorse the statement. We agreed that we may take a position on food issues as needed in the future.

Board Monitoring

C7 Officers' Roles

Cheryl concluded we are in compliance with C6, sections 1&2. Regarding section 3, she noted that a number of committee charters are out of date and that some committee charters list names of committee members who have been off the Board long since. Beyond that Cheryl suggested that committees review their charters annually. **The task of annual review will be put on the Board calendar. Jen will be tasked with removing outdated versions and to replace them**

**with current versions. Annie moved to accept C7 as in compliance, and Jenny seconded. The motion unanimously carried.**

#### GM Monitoring

B6, Staff Treatment and Compensation. Kevin finds the co-op to be in compliance and provided notes demonstrating compliance for each subsection. Kevin said that he is working with Columinate on our organizational structure and admin team and wages were a part of that discussion. Compared to other co-ops that Kevin researched we are either at or above their wage levels. Discussion of the quirks and problems with medical insurance and the ACA as offerings to employees. We are the only Maine co-op that does not provide medical insurance. Those co-ops get better rates than we have been offered because they've been in the system longer and "have a track record." **Deborah moved to accept Kevin's report and Jenny seconded the motion. The motion unanimously carried.**

Cheryl brought up the Budget vs Actual spreadsheet that Kevin shared. Kevin said that he should have only put the income statement section of it rather than the whole spreadsheet, which is quite large. We are 2.02% ahead of the budget projection for the second quarter. He anticipates the same for July and August. The projection is for 8% growth in sales.

#### Finance Committee Update – Tim, Cheryl, Jen

At the last meeting we discussed running a cash flow projection to inform redemption rates. The FC recommends redeeming all eligible preferred shares. Of course there will be more coming along but this applies to those that are eligible at this time. **Cheryl moved that we redeem all \$108,000 of preferred shares that are as eligible as of June 30th. Deborah seconded. The motion unanimously carried.**

#### Tasks & Decisions recap

Annie reviewed the Tasks & Decisions.

**Deborah moved to adjourn at 7:01pm, and Cheryl seconded. The motion unanimously carried.**

Due Date for the Board Packet: Items for the Board Packet will be due on Thursday, September 19, 2024.

Next Board Meeting: Board Meeting Thursday, September 26, 2024, 6:00pm, Blue Hill Co-op, Café.

Minutes submitted by Jo Barrett