

Moonflower Community Cooperative

Board of Directors Agenda

11/17/22 5:30 PM

Library Small Conference Room

Present: Jessica Dye, Kendra Cupps, Alison Anders, Jonny Jew, Brook Indries, Emily Stock, Shane Huggar, Judy Savarese, Josie Kovash

Mission Statement: *The Moonflower Community Cooperative provides socially responsible foods, goods, and education to promote a healthy, sustainable community.*

Vision Statement: *Cultivating holistic community wellness, The Moonflower Community Cooperative serves as a hub for the exchange of ideas and inspires prosperity through a culture of inclusion and collaboration that nurtures a healthy mind, body, and spirit in harmony with nature.*

5:35 PM: **OWNER COMMENTS:** none

5:35 PM: **AGENDA CONSENT:**

1. November agenda corrections/additions
2. October minutes approval- **Judy moves to approve, Kendra seconds, all in favor**

5:40 PM: **REPORTS:**

3. GM Store report & additions
 - staff shuffling in the produce department
 - some staff additions, some folks leaving
 - website update: no more malware, but still some damage from malware, making it difficult to edit the website. Recommendation to switch hosts from bluehost to godaddy and rebuild the website in wordpress. Kendra and Jonny will liaise with Tom (our web guy)
 - some site repairs: leaking roof, swamp cooler work
 - lots of turkeys

5:53 4. Committee reports - none

- Board Recruitment Committee: Emily (chair) & Jess
- Owner Engagement Committee: Judy(chair) & Jess & Brook & Alison & Kendra
- Personnel Committee: Judy (chair) Jess & Brook
- Financial Committee: Jonny (chair) & Emily & Josie & Kendra
- Policy Committee: Jonny (chair) Emily & Josie

5:54 PM: **DISCUSSION:**

5. Solar panels discussion - we have had an independent inspection on the roof, and the recommendation is to reduce the panel amount to half. Full report will come, and we can look it over for the next meeting.

6. Covid policies discussion - Question of whether to continue masked mornings, transmission rates are high in San Juan County, and anecdotally there have been more cases in

town as we head into the holidays. Consensus to give the sandwich board back to the deli and have a smaller “masks recommended” sign on the door, while continuing to provide hand sanitizer & masks.

7. Staff bonuses - see below. Consensus to swap the timing of the longevity bonus and profit sharing for the purposes of tax relief. Pending conversation with Lisa.

8. Profit sharing discussion - still have deferred PPP, whether to utilize those funds for payout to staff similar to profit sharing to accompany longevity bonus or payroll and potential wage increases (or a combination of the two), and whether to utilize all at once or have multiple payouts. Discussion tabled until next week when hopefully a decision will be made.

9. Staff Survey - tabled until December meeting; board can look at survey results in the meantime:

<https://drive.google.com/file/d/19k8SX25HozXliSREuFf7XG05jXPz5XvR/view?usp=sharing>

10. 2023 Budget - **Jonny moves to approve the budget with 33.33% margins, Jess seconds, all in favor**

7:25 PM: **POLICY REVIEW:**

BOD self-monitoring surveys - none

7:25 PM: **ACTION ITEMS:**

11. GM monitoring report - **Judy moves to approve, Brook seconds, all in favor**

7:31 PM: **ADJOURN: Jess moves to adjourn, Judy seconds, all in favor**