

MARCH
March 6, 2007

Consensus Decision 2007-03-01

The Board agreed to accept Policy B4, Financial Condition Executive Session was continued to after the Regular Meeting.

Consensus Decision 2007-03-02

The Board agreed to accept the Agenda with the amendment that proposed Survey Questions for the Ballot, be added as an addition to Discussion & Decision Item 3, Election Timeline.

Consensus Decision 2007-03-03

The Board agreed to approve the Consent Agenda as submitted.

Consensus Decision 2007-03-04

The Board agreed to accept Policy D.6 as revised.

Consensus Decision 2007-03-05

The Board agreed to propose revision of Section 4 as follows "Each Active Membership shall be entitled to one vote. Active Membership shall be determined as of the date on which the vote is cast. Proxy voting shall not be permitted. Where there is a Designated Member-Owner, only that Member-Owner may vote. In the event that a Membership is in more than one person's name with no Designated Owner, and more than one person votes, only the first ballot counted on a membership number shall be valid."

Consensus Decision 2007-03-06

The Board agreed to leave Section 5 as currently adopted and propose the changes in Section 6 as presented.

Consensus Decision 2007-03-07

The Board agreed to establish the pay range of the General Manager position at \$55,000 to \$86,000 per annum.

Consensus Decision 2007-03-08

The Board agreed to set a base pay for the General Manager with an annual review and possible bonus and/or contingency pay.

Consensus Decision 2007-03-09

The Board agreed to increase the maximum General Manager position paid time off from four weeks to five weeks per year.

Consensus Decision 2007-03-10

The Board agreed to make the General Manager position new wage and time off retroactive to January 1, 2007.

Consensus Decision 2007-03-11

The Board agreed to the request by the General Manager that a full compensation package be developed over the next year to include contingency pay in relation to strategic planning and aspirations of the organization, considering other benefits typical of leadership positions overseeing an organization of the size of the Food Co-op (i.e. 401K, short and long-term disability and severance package).

<p>May 1, 2007 cont...</p>	<p>Consensus Decision 2007-05-03 Agreed to accept Agenda as modified.</p> <p>Consensus Decision 2007-05-04 Agreed to approve Consent Agenda as modified.</p> <p>Consensus Decision 2007-05-05 Agreed to accept the Ends Policies monitoring report, with the exceptions of proposals which should be placed on a "parking lot" for future consideration.</p>
<p>JUNE June 5, 2007</p>	<p>Consensus Decision 2007-06-01 Agreed to accept the monitoring report for Food Co-op Policy B4, Executive Limitations, Financial Condition</p> <p>Consensus Decision 2007-06-02 Agreed to approve Agenda as submitted.</p> <p>Consensus Decision 2007-06-03 Agreed to direct Briar to work with Cindy Wolpin on a procedure to ban Odwalla products from the Co-op.</p> <p>Consensus Decision 2007-06-04 Agreed to accept the Consent Agenda.</p> <p>Consensus Decision 2007-06-05 Agreed to accept the proposal by and enter into an agreement with Mary Easterling.</p> <p>Consensus Decision 2007-06-06 Agreed to maintain current schedule for meetings.</p> <p>Consensus Decision 2007-06-06A Agreed to place outlining of a proposed Labor Relations Committee on the next regular meeting of July 3, 2007.</p> <p>Consensus Decision 2007-06-07 Accepted David Goldman's proposal to bridge our policies and mission and principles through the adoption of the proposed revisions, with a friendly amendment to delete "or its committees", parenthesized in added Policy B6.6.4</p>
<p>JULY July 3, 2007</p>	<p>Consensus Decision 2007-07-01 Agreed to approve the Agenda with addition of the Budget Report to the Consent Agenda.</p> <p>Consensus Decision 2007-07-02 Agreed to approve the Consent Agenda.</p> <p>Consensus Decision 2007-07-03 Agreed to have the Policy Governance Committee review, with the authors, the proposal for a Labor Relations Committee and present findings to the Board.</p> <p>Consensus Decision 2007-07-04 Agreed to Briar Kolp, GM's suggestion to have the PSG Committee work with</p>

<p>July 3, 2007 cont...</p>	<p>staff members to bring product labeling information to the committee.</p>
<p>AUGUST August 7, 2007</p>	<p>Consensus Decision 2007-08-01 Agreed to approve the Agenda.</p> <p>Consensus Decision 2007-08-02 Agreed to approve the Consent Agenda.</p> <p>Consensus Decision 2007-08-03 Agreed to allocate up to \$1,000 to defray costs of conference attendance by new board members.</p> <p>Consensus Decision 2007-08-04 Agreed to discuss monitoring procedures in executive session at a half-day workshop with Mary Easterling that precedes the board retreat.</p> <p>Consensus Decision 2007-08-05 Agreed that until the conclusion of the half-day workshop with Mary Easterling, neither the Board of Directors nor the General Manager is responsible for submitting monitoring reports. At the completion of the workshop, the Board of Directors will make decisions regarding monitoring reports and scheduling.</p>
<p>SEPTEMBER September 4, 2007</p>	<p>Consensus Decision 2007-09-01 Agreed to immediately proceed to hire Human Resources and financial consultants to conduct audits and analyses and will suspend all monitoring reports (except B4) until the completion of those analyses.</p> <p>Consensus Decision 2007-09-02 Agreed that attendance at Board Executive Sessions will be by Board invitation, decided at the agenda meeting, and arranged to serve the specific purpose of the agenda.</p> <p>Consensus Decision 2007-09-03 Agreed to accept Monitoring Report B4.</p> <p>Consensus Decision 2007-09-04 Agreed to approve the Agenda.</p> <p>Consensus Decision 2007-09-05 Agreed to transfer \$700 budgeted for board education to cover the costs of consulting fees for the four hour monitoring report session with Mary Easterling.</p> <p>Consensus Decision 2007-09-06 Agreed to accept the Consent Agenda.</p> <p>Consensus Decision 2007-09-07 Agreed to hold a Third Tuesday Meeting this month to discuss the summaries of the data sets as reviewed by the committee that Steve is to chair, with Steve coordinating the review process. * Note: This meeting was cancelled at a later date.</p>

<p>September 4, 2007 cont...</p>	<p>Consensus Decision 2007-09-08 Agreed to create an on-line calendar of events which will be on the website.</p> <p>Consensus Decision 2007-09-09 Approved the PSGC's presence in the alcove for educational purposes.</p> <p>Consensus Decision 2007-09-10 Agreed to remove the discussion of the BDC Charter from the agenda.</p> <p>Consensus Decision 2007-09-11 Agreed to use "Froula & Glessing" for the financial audit.</p>
<p>OCTOBER October 2, 2007</p>	<p>Consensus Decision 2007-10-01 Agreed to approve Agenda as submitted.</p> <p>Consensus Decision 2007-10-02 Agreed to accept the Consent Agenda with noted postponements.</p> <p>Consensus Decision 2007-10-03 Agreed to follow current Co-op approach regarding correspondence, whereby receipt of incoming correspondence is acknowledged, with subsequent inclusion in a Board packet for review and determination to forward to either Operations or the Board Secretary for further action.</p> <p>Consensus Decision 2007-10-04 Agreed to request Operations delay entering into a contract with Carolee Coulter until the Human Resources committee can meet, do its research and make a recommendation on or before the November meeting.</p>
<p>NOVEMBER November 6, 2007</p>	<p>Consensus Decision 2007-11-01 Agreed to approve the agenda (reordered)</p> <p>Consensus Decision 2007-11-01 Agreed to approve the consent agenda</p> <p>Consensus Decision 2007-11-03 Agreed to approve version 2A of the Revised Mission & Principles Statement with changes for circulation to membership. The Draft Revised Mission Statement now reads as follows: (see copy at end of this section)</p> <p>"Proposal – HR Audit Hiring Agreed to create a Strategic Planning Ad Hoc Committee charged with developing the calendar and process for moving the Draft Mission & Principles through and out to the membership.</p> <p>Consensus Decision 2007-11-05 Agreed that the board President appoints members of the newly formed Strategic Planning Ad Hoc Committee charged with developing the calendar and process for moving the Draft Mission & Principles through and out to the membership.</p> <p>Consensus Decision 2007-11-06 The Board agreed to approve the Boycott Policy as amended (see policy at end of this section) vote: 6/2</p>

	<p>Consensus Decision 2007-11-07 The Board agreed to task Rosetta, Jason and Carrie with compiling a list of HR auditors and then contacting them to ask for a scope of work, and that the list compiled include organizations having no affiliation with The Food Co-op. Vote: Consensus minus one</p> <p>Consensus Decision 2007-11-08 Agreed that Janet and Briar work together to get a checklist of questions to ask during a financial analysis and during an HR audit from various consultants, such as Charles Kanieski and Mary Easterling.</p> <p>Consensus Decision 2007-11-09 To assign the task of replyi8ng to the Joanne Tyler letter to Operations.</p>
<p>DECEMBER December 4, 2007</p>	<p>Consensus Decision 2008-1-01 Agreed to refer three pieces of correspondence to Operations.</p> <p>Consensus Decision 2008-12-02 Agreed to end the Board-only portion of Executive Session, inviting in the General Manager.</p> <p>Consensus Decision 2008-12-03 Agreed to accept Monitoring Report B-4.</p> <p>Consensus Decision 2008-12-04 Agreed to approve the agenda as submitted.</p> <p>Consensus Decision 2008-12-05 Agreed to remove b) Minutes: Follow-up to Decision 2007-11-08, Financial Analysis from the Consent Agenda. c) 2008 Board Budget Report.</p> <p>Consensus Decision 2008-12-06 Agreed to accept the consent agenda as amended.</p> <p>Consensus Decision 2008-12-07 Agreed to adopt the revised Mission & Principles in order to move on to the Strategic Planning process. (see document at the end of this section)</p> <p>Consensus Decision 2008-12-08 Agreed to update Mary Easterling and ask her to conduct Phase IV organizational development with the Board and distribute Requests-for-Proposal to Mary Easterling, Jean Singer, Mike Dickerson, and others for the strategic planning process.</p>