

# **Weavers Way Cooperative Association**

## **General Membership Meeting**

**Tuesday, June 5, 2001**

Bob Noble, Vice-President, called the meeting of the Weavers Way Co-op General Membership to order at 7:35 p.m. on the evening of Tuesday, June 5, 2001 at the Church of the Annunciation Lincoln Drive and Carpenter Lane. Bob announced that a quorum was met and thanked everyone for attending.

**AGENDA REVIEW:** The agenda was accepted as is.

**MINUTES APPROVAL:** The minutes from the December 6, 2000 membership meeting were approved.

**PRESIDENT'S REPORT:** Marilyn Anthony

Marilyn began by recognizing the contributions of outgoing board members Vince Pieri, Mira Rabin and Joanne Sparks. Vince Pieri was honored with a plaque recognizing his contributions to the Board from 1973 to 2001. She then thanked Mira Rabin for serving for seven years as education committee chair and later as Board Secretary. Joanne Sparks served as operations chair from 1999 to 2001.

Marilyn then described the last six months as having been very eventful. She briefly discussed three areas of change. The first being the increasing competition in the food market, with some accompanying changes for the Co-op which would be discussed in more detail by the manager, Ed McGann later in the evening. The second change was the emphasis and work that the Co-op Board has been placing on initiating a new policy Governance model that the Board is in the process of implementing. The principles of Policy Governance would be illustrated in a skit performed by Alex Moss, Mira Rabin, and August Tarrier.

Last, Marilyn mentioned the filing of the first ever employee grievance. She placed the grievance in the context of the co-op as a growing organization with a need for new personnel policies that reflect the complexities of running a larger operation. Management and employees were already in the process of giving shape to new employee policies. Marilyn then briefly discussed the expansion and mentioned that at this time no new target day had been set.

### **PROPERTY ACQUISITION**

Marilyn reiterated the financing plan that was laid out in the December 2000 General Membership Meeting, where a rise in the membership equity cap from \$300 to \$400, as well as an increase in the annual membership contribution had been approved in principle. She opened the forum for discussion of these two proposed changes. Most of the membership questions were concerned with the ability of all members to pay the annual \$10 increase. Some suggested that Weavers way should offer members a choice of a \$20 or a \$30 contribution. Several board members answered those questions. It was said that the Co-op needs to raise money for the proposed expansion, since Weavers Way does not have a cash reserve. It was also mentioned

that a bank would need to see evidence of membership contribution as a sign of commitment to the proposed expansion. Furthermore, some members brought up the principle that all members are treated equally at Weavers Way.

A vote was called to decide on these two proposed changes – the membership equity cap and the annual member contribution.

A formal motion was made to move the equity cap from \$300 to \$400.

**Membership action:** The Membership approved the motion to move the equity cap from \$300 to \$400.

A formal motion was made to raise the annual membership investment from \$ 20 to \$30.

An amendment to the motion was made to raise the annual membership investment from \$20 to \$25. The amendment was defeated.

**Membership action:** The Membership approved the motion to raise the annual membership fee from \$20 to \$30.

## LOCAL 169 FEDERAL CREDIT UNION

John Tuffy introduced himself to the membership and invited them to stop by the table with displays and information about the credit union services. He told the Membership that he was looking forward to return to Weavers Way as soon as the expansion was in effect. Currently the office hours are 10 a.m. to 2 p.m. every day, but hours of operation will be expanded once the credit union moves back to Weavers Way.

## MANAGER'S REPORT

Ed McGann reported that Weavers Way total sales for the fiscal year is over 5 million dollars. The sales had continued to grow, but at a 0.3 percent lower rate than the previous year, which made the total sales somewhat lower than budgeted by \$20,000. The actual sales increase was 5.3%, which is higher than most supermarkets' increase. Gross margin was good - a little higher than budgeted. Customer counts had increased by 111 customers per week and the average purchase per shopping trip had increased by 2.4%.

Payroll expenses had increased this year, due to a number of factors. Due to growth, more employees were needed with an increase in employee training costs and payroll taxes; some employees' workload had to be eased, resulting in more employee hours. In terms of its growth stage, Ed likened the Co-op to a teen-ager. He said that we are at a stage where we need to review our organizational structure. Joint Staff / Management committees have been working on several projects and have been successful. He has also requested a joint Staff / Board retreat day to learn about strategic and long range planning.

## COMMITTEE REPORTS

### Ad Hoc Committee on Policy Governance:

Alex Moss introduced the work of the Policy Governance committee, which has been looking at by-laws and policy governance. Alex and three actors performed a skit to illustrate the difference in issues discussed in a typical Board Meeting before and after the establishment of a Policy Governance model.

## ELECTION RESULTS

Bob Rossman announced the election results. They were;

Secretary:	Suzanne Weltman
Treasurer:	George Benz
At-Large:	Julia Bradley
	Karen Nightenhelser
	Marjorie Felton
	Deborah Hoffman
Leadership:	Sylvia Carter
Merchandising:	Anne Jensen
Operations:	Teresa Smith
Staff Representative:	Mike Brown

## OPEN FORUM

A tentative date of Spring 2002 for the opening of the new property on Carpenter Lane was mentioned. No further issues were raised. The meeting was adjourned at 9pm.