

# Kootenay Country Store Cooperative

Regular Board Meeting Minutes

July 17, 2017 – 6:00 PM

\*\*\* APPROVED \*\*\*

**Present:** Abra Brynne, Stephan Martineau, Cathy-Ann Glockner, John Kingsmill, Alex Berland, Maureen Kelsey, Andrew Jarrett

**Staff Present:** Allan Broom, Sean Silverson, Tory Berger

**Guests:** Ari Derfel

**Recorder:** Tory Berger

**Adoption of July Meeting Agenda:** M/John S/Cathy-Ann

**Approval of June 19, 2017 Minutes:** M/Alex S/Maureen

Business Arising				
Item #	Who	Does What	By When	Complete?
1				

Ongoing/In Process				
Item #	Who	Does What	By When	Complete?
1	Sean	Determine the financial implications of the Board Compensation Policy and report back to the Board	Mid 2017	Ongoing
2	Abra	Plan Strategic Communications sessions with Board involvement	July 2017	Ongoing

## Department Manager Report(s)

Guest presentations:

Tory, HR Manager

HR Manager presented report on 2016-17 fiscal year HR activities.

## Strategic Session Draft Goals Review

Reviewed the draft goals and discussed edits to the material. Consensus is that the board should decide which goals, or components of goals, require the board's further involvement and which goals can proceed to operational planning. However, agreement is that there will be continual back and forth between management and the board as goals are operationalized. Operational planning is tentatively scheduled for August 16<sup>th</sup>. The board agrees that any further wordsmithing and editing of draft goals will happen over the next week so that they are available by July 28<sup>th</sup> for pre-work relating to the operation planning session. Comments on the mission and vision will be made on the google drive before July 28<sup>th</sup>. The operational plan will be reported back to the board.

## General Manager Report

Report was discussed as distributed. Have an offer on a residential unit. If that goes through, only two units will be left. Everything is going well.

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### **Committee Reports**

#### ***Finance Committee***

Budget presented in the in camera meeting.

Budget approved in principal: **M/John S/Alex**

#### ***Governance Committee***

Board recruitment thus far was discussed. Next step for board recruitment is a Meet the Candidates event in late-August, early-September. Priorities between now and the AGM are to get the orientation ready for new board members and get the new board compensation passed so it is also ready. Different options for forms of board compensation were discussed. The history of the board receiving a discount as a form of compensation was discussed.

All candidates forum proposed to be held in the Co-op Café instead of renting a space.

#### ***President's Report***

President's report was discussed as distributed. Draft of compensation philosophy was developed in HR Committee. This type of philosophy may be helpful for other areas of the board's purview.

#### ***HR Committee***

Concept of a compensation philosophy and philosophies in general discussed. Draft of compensation philosophy discussed and revisions suggested. The draft will go back to the committee for more wordsmithing.

### **Annual Calendar Review**

#### ***Upcoming Dates:***

Next Regular Board Meeting: August 21, 2017 – 5:30pm

Following Regular Board Meeting: September 11, 2017 – 5:30pm

AGM – September 20, 2017

Candidates Forum - TBA

**Regular Meeting Adjourned: 7:40 pm**