

First Alternative Executive Committee
January 12, 2010

Present: Toni Hoyman, Bettina Schempf, Camille Freitag, Chris Bentley
Staff: Michele Adams, Donna Kaiser, Evelyn Hall
Advisor: Marcia Shaw
Scribe: Claire Pate, Cheryl Good (observing)

Agenda Items for Exec:

Standard Business
GM Evaluation (in executive session)
GM Hiring
Going Away party for Michele
Set agenda for Jan. board meeting

Standard Business

Announcements and Affirmations:

Chris said she would be running for the Board again; Bettina is considering it; Greg has not indicated.

Calendar and Timeline: Next Exec Committee meeting is February 9, 2010, at 5:15pm.

Retirement celebration for GM

Chris asked if they needed to get approval from the Board for a budget item to fund this; it was decided that there was enough money in the Board's discretionary budget line item to cover the costs which are not completely known at this time. The date for Michele's retirement celebration has been set for May 22, most likely at the Corvallis Library from 3-6pm. It is still in planning stages.

Contracting with Mark Goehring

Toni and Camille will update a contract with Mark Goehring for continued consultation services, similar to the amount received last year. Mark is transitioning us over to Todd in Portland. Marcia suggested that Toni and Camille try using Skype for the telephone consultations, which might open up the sessions to other board members. Need to determine whether signing up continues with the on-line.

March 27 NCGA Training

An announcement will be made once again at the Board meeting regarding signups for this training. Prospective board candidates will not likely be able to go to this, because of the change in signup deadline. March 26 is deadline for board candidates to turn in packets. March 12 is deadline for signing up for training. NCGA will also have another training in the Fall according to Marcia.

GM Evaluation Process Revisions

With the advent of a new GM, the evaluation process will be revised. The Planning Calendar will need revisions as well to reflect three- and six-month performance reviews.

Support worker discount during owner appreciation days

Toni thought that support workers are getting penalized for what is really a cashier training issue. It was decided to have a discussion at the Board meeting, and Toni will write up an agenda item.

Marcia shared some information she had gleaned this last year about how other co-ops compensate their board members, which seemed to be all over the board from no pay to as much as \$5000 a year .

Request from Michele to review L1 policy

Michele said that when she did her monitoring report for L1, it was difficult to respond to the first bulleted item which included both safety and discrimination issues. These are two totally different areas that should be split out into two separate bullets. This will be sent to PG to look at.

January BOD Agenda

The committee reviewed the draft agenda. The GM Evaluation will be moved to February. A discussion item will be added relating to Owner Meeting and other items coming out of ORC. Since it looks like a short meeting, Chris will bring the movie “Ingredients” that she spoke of at last meeting, and we will have a screening of it at the end of the meeting.

The Committee then went into Executive Session to discuss the following two topics. (The minutes are general enough to not require separate executive session minutes).

Update on GM Evaluation Process

Bettina will finish her write up of a cover letter some time in the next few days. Chris will finish filling out the comments relating to performance from the monitoring reports, and complete the matrix. All need to be sent to Toni in preparation for taking to the full Board at the February meeting.

Recruitment for new GM

Chris said that over 50 applications had been received; some people could not handle the e-mail thing and sent hard copies. The committee will split the applications and each half will be reviewed by two members for compliance with required qualifications and criteria. If both reviewers agree that the application meets the requirements, it will stay in the process. In case of a disagreement, the application will be forwarded to the other two members for review. Chris will then put the results in a spread sheet, remaining applications will likely be printed out and they will be reviewed at a special meeting on January 24, 9am, likely at the Interzone café. The remaining applications will be reviewed to determine if all should be sent on to Carolee Coulter for screening, or if there are any that fall short in terms of “desired” qualifications.
