

Approved Sept. 21, 2010

**Grain Train Natural Food Cooperative
Board of Directors August 17, 2010 Meeting
Petoskey Public Library 6:00 PM**

Attending: John Paul Westbrook (J.P.) - President, Amy Maus - Vice President, Hal Willens - Treasurer, Trisha Shattuck - Secretary, Allie Greenleaf Maldonado, Maggie Daniels, Renee Allen, Jaime Jankowski, Gary Hammons

Absent board members:

Interim General Manager: Chelsea Jarvis (GM)

Time Keeper: Amy

Secretary: Trish

Attorney present: Matthew Lesky

Forensic accountant present: Steven Bartha

Visitors: Troy Smith, Erica Tosch, Annie Rozycki

Our Mission: The Grain Train is committed to empowered individuals, vital communities and a healthy planet. As a Natural Foods Cooperative, we are the trusted source in northern Michigan for high quality, local, organic and natural products at a fair value to our membership and community.

Meeting called to order: (6:00) Quorum determined

Moment of silence for Kelsey Elizabeth Manker

Open member forum: Erica thanks board for the flowers sent to staff from the board during mourning. Erica appreciates board involvement with CBLD (Cooperative Board Leadership Development). Troy, & Annie discuss Drug & Alcohol Policy concerns.

Approval of minutes from the July 20, 2010 Board meeting. Gary motions to accept the July 20th minutes as read. Maggie seconds. Unanimous

Next Meeting: Sept 21, 2010 6:00 Petoskey Public Library, basement meeting room.

GM Report: Review of report expedited due to time constraints.

Closed Session:

Motion: Amy motions for the board to go into closed session. Maggie seconds the motion. Unanimous approval. 6:44 PM

Employees, two board members and the GM leave the room.

Chelsea returns to the Closed Session at board request. 7:10 PM

End of Closed Session: 7:23 PM Employee Board members return to the room.

Old business:

Motion: Allie motions for the board to thank Troy and the employees who responded with suggestions to the formulation of the D & A Policy. Trisha seconds the motion. Unanimous approval.

Drug & Alcohol Policy:

Motion: Amy motions for the board to adopt the **Drug & Alcohol Policy, Grain Train Natural Food Store, Petoskey, Michigan dated August 2010** with the following revision. Maggie seconds the motion. Discussion: Hal questions the wording of section #4. Suggests the board strikes the phrase, "under the influence" while keeping reference to being "legally impaired" by drugs and alcohol. Six vote in support of the motion. Gary & Jaime abstain. Motion passes.

- [4. Working or reporting to work, conducting company business or being on premises or in a company-owned, leased or rented vehicle while legally impaired by an illegal drug, alcohol or in an impaired condition is strictly prohibited with zero tolerance.]

Motion: Renee Allen motions for the Board to direct the GM to submit a short report to the BOD via email within 7 days, detailing her plan for the implementation of the Grain Train Food Cooperative, Drug and Alcohol Policy, revised and dated Tuesday, August 17, 2010. Amy seconds the motion. Discussion:

Point of Order: Attorney Matt Lesky states, A board request to the GM for an outline detailing her implementation of the D & A Policy should be specific. Clearly define the boards primary expectations for the GM to accomplish.

Vote: 8 vote in support of the motion, One abstention. Motion passes.

New business:

Tabled: Discussion of Chelsea's e-mail.

Committee updates:

General Manager Search Committee update: Expenses, collection of receipts discussed.

Motion: J.P. motions to empower Maggie, GM Search Committee Chair to access a \$7,500 budget for expenses incurred during the GM Search Committee process. Allie seconds
Vote: Unanimous approval.

J.P. empowers the GM to arrange a tour of the Grain Train for interested board members.

J.P. empowers Maggie to make arrangements with the GM to insure that the departmental managers meet with the GM Search Committee candidate Laura Justin.

Adjournment:

Motion: J.P. motions to adjourn. Allie seconds. Unanimous approval. 7:56 PM.