

## Hampden Park Co-op Board Meeting Minutes

February 23, 2016

Present: Mark Chapin, Lucia Cowles, Lynn Englund, Rachel Fang, Paul Hannemann, MJ Hanson, Matt Hass (Staff Rep), Martha Hotchkiss, Also present: Cindy Anderson, Jimm Domingo

Item and Timeline	Relevant Materials and Discussion	Action
Consent Agenda	January Meeting Minutes	Motion: Approve meeting minutes Moved: Mark Chapin Seconded: Deanne Lindstrom Approval: Unanimously approved
	Prospective Member List	Motion: Approve Prospective Member List Moved: Deanne Lindstrom Seconded: Martha Hotchkiss Approval: Unanimously approved
Report from Membership Committee	First talking circle held successfully, with 30 members attending. Three more talking circles will be held before the end of March. Results from the first 40 HPC surveys completed were presented and discussed.	None
Report from General Manager	Sales are down but less than in previous quarters - strategies to address the decline were discussed; newsletter mailed to all members; discussion of impending road construction in area this year and in 2017, including strategies to ameliorate its impact on HPC.	Motion: Approve GM Report Moved: Rachel Fang Seconded: Matt Haas Approval: Unanimously approved
GM Monitoring	B2 Staff Policy Monitoring Review: Personnel files are incomplete; Current personnel policy (2013 version) has not been implemented; - the goal is that the new personnel manual be in operation by October, 2016; changes to	Motion: Approve Report Moved: Mark Chapin Seconded: Lucia Cowles Approval: Unanimously approved

	employee compensation were discussed.	
Report from Finance Committee	Reviewed profits and losses; discussed options being considered for revisions to the discount structure; member loan repayments will be due starting in January 2017 with majority due in March and April 2017.	None
Overview of Board Retreat	Financial stability is top priority; changes to the discount structure; working towards providing living wage for employees as well as improved benefits; broadening community access to the co-op; adhering to timeline for making decisions about the discount and working member program important to end the "limbo" for staff as well as members.	None
Starke Mueller Property Development (Immediately South of HPC)	GM in discussion w/ the owner who has proposed offices on first floor w/ market rate apts. on second floor. Issue is parking, may be able to get easement to share parking w/ HPC, thus sharing maintenance costs.	Motion: GM authorized to negotiate with the adjacent property owner for a joint parking lot and bring any agreement to Board for approval. Moved: Deanne Lindstrom Seconded: Paul Hannemann Approval: Unanimously approved
Adjournment		Motion: Adjourn Moved: Mark Chapin Seconded: Martha Hotchkiss Approval: Unanimously approved

Respectfully Submitted By: Rachel Fang, Board Secretary