



**Minutes of Lakewinds Natural Foods
Board of Directors' Meeting
Monday, February 25, 2013**

Doug Engen, President
Taiha Wagner, Vice President
Brenda Pfahnl, Treasurer
Masha Yevzelman, Secretary
Dale Woodbeck, General Manager

Cheryl Ahlcrona
Caroline Hermes
Tracy Kochendorfer
Fred Ladner
Tim Reese

The President called the meeting to order at 6:33 PM Monday, February 25, 2013 in the Eden Prairie meeting room.

Consent Agenda:

The consent agenda included a list of new memberships for January 2013, a list of repurchased memberships for January 2013, and the minutes of the January 2013 Board Meeting. Approval of the consent agenda was moved and seconded and all voted in favor.

GM and Financial Report – Dale:

Dale presented the General Manager's Report and the Financial Report. Discussion was held regarding pay increases and payroll for employees and the impact on cash flow. Dale provided information about issues that the Twin Cities GM group addresses at its meetings. Dale also gave an update on vendor selection and negotiation for the new POS system.

Richfield Update – Doug and Dale:

Doug and Dale discussed the new reporting system for progress and updates relating to the Richfield store. Tracy and Fred had reviewed the purchase agreement and were satisfied that high-level risks were addressed. Discussion was held regarding construction plans for the remaining site and potential interference with traffic into the new store. Green energy potential (solar, geothermal) for the new building was discussed.

Ends Policy Review ER 1–7 – Caroline and Dale:

Caroline and Dale led a review of policies ER1 through ER7. The Board will follow a new methodology for reviewing policies, which will involve analysis of two questions: (1) are there any questions or clarifications about the policy itself and (2) are there any questions or clarifications with regard to how Dale is implementing the policy. Discussion was held regarding training methods for Lakewinds employees. Dale informed the board of the percentage of Lakewinds' workforce that is full-time and receives benefits. The Board also discussed employee turnover. Dale also gave an overview of the budgeting process.

Board Leadership Retreat Status – Doug:

The Board's one-day retreat, scheduled for April 13, will be facilitated by Art Sherwood.

CCMA Conference – Doug:

Board members interested in attending should let Doug/Dale know.

MFCB Fall Conference – Doug:

The Minnesota Food Coop Board is asking cooperatives for a donation of up to \$300 to put on the event. The Board approved a motion to contribute up to \$300 to the organization in support of the event.

MOSES – Tim and Brenda:

The Midwest Organic and Sustainable Education Service holds an annual event in Wisconsin, which was attended by Tim and Brenda. The organization is putting together a film regarding GMOs that will be rolled out in a few months.

Meeting was adjourned at 7:55.