

# **MINUTES**

## **Weavers Way Cooperative Association**

### **General Membership Meeting**

### **Sunday, November 15, 2009**

Tours of the Chestnut Hill (CH) store started at 5:20pm. Vice President David Woo called the Weavers Way (WW) Fall General Membership Meeting (GMM) to order at 6:10pm on Sunday, November 15, 2009, at 8400 Germantown Ave., Chestnut Hill Shops, Philadelphia PA. Leadership Committee Chair Brian Maher updated members on Board election procedures and advised that the next election will occur at the Spring GMM. Anyone interested in nominating someone, or running for the three positions, should contact Brian at [brianmaher@gmail.com](mailto:brianmaher@gmail.com).

### **Approval of Minutes from Spring 2009 General Membership Meeting**

The minutes of the Spring 2009 GMM were approved unanimously.

### **President's report**

Board President Nancy Weinman reported that the urban farm program is receiving national attention and that we have had a 5% sales increase, that an unexpected increase in medical premiums caused losses, that the Member Loan Campaign is going strong, that the Chestnut Hill store is expected to open in March, and that a low-interest \$1.5 million loan was approved by TRF investment fund. The Board will monitor financials quarterly instead of semi-annually due to expansion. The board has recently focused on a welcoming culture that values diversity and community, and on member engagement, communication, and participation. Additionally, WW has begun exploring ways of working with other food co-ops in our region. One of our biggest challenges has been orienting five new board members and arranging for all of them to attend a national conference. A major future endeavor is evaluation of board performance. Nancy thanked management, staff, and board members for their hard work and dedication. A special tribute was given to Stu Katz for his committee work, tenacity and leadership as former board president. Generous and thoughtful, Stu brings out the best in others, makes things fun and remains committed to his vision for the co-op's potential. He accomplished the successful member loan campaign and organized the seasonal flu vaccine program for 160 people in the West Mt. Airy community. Stu thanked the board stating that his work has been rewarding because WW members exemplify the spirit and power of the co-op paradigm—building community using our money, time, and energy to change the world.

### **General Manager's Report**

Glenn reported that a \$50,000 grant will pay for the new store facade to be removed by February. A grant of \$115,000 will pay for the solar electric panels. The roof and building will be insulated and coated. Heat will be reclaimed from compressors for hot water, and new, more efficient equipment will be purchased. Construction will be completed by April. The new CH store manager, Kim Spellman-Hall, will start this month at the Mt Airy store. The entire project will cost \$6.9 million.

## **Work Option Update**

Josh Giblin reported on the process and accomplishments the Work Option Committee (WOC), consisting of management, staff, board, and members. The goal was to develop a program that made work integral and attractive, clarifying and expanding the member benefits package and maintaining competitive prices for members and potential members. Slides illustrating the new categories, benefits and discounts described how friends and neighbors, as well as members, shop at the shelf price; members pay \$30 annual equity and have access to all member benefits; and working members work six credits per year per adult and receive a 5% discount. The program will rollout during the first quarter of 2010, before CH opening. Current members will receive the WorkShare discount through the end of their next cycle, then they will have a choice to become a non-working member. Questions or suggestions should be directed to [member@weaversway.coop](mailto:member@weaversway.coop) or [joshgiblin@weaversway.coop](mailto:joshgiblin@weaversway.coop).

## **Financial Report**

Susan Beetle stated sales were up 10%, and labor costs are up 23% due to the first full year at Ogontz, triple the number of farmers and increased capacity in IT and HR in preparation for the CH opening. The major change is the \$3.3 million debt due to the purchase of the CH store and garage. Expenses include \$47,000 for expansion and \$156,000 for architectural, engineering and interest costs. Cash reserves are strong with the member loan campaign and increased member equity to \$464,000.

## **WWCP Update**

Farm Educator David Siller reported that local school children and their parents participated in winter classroom visits, summer camp, planting, harvesting, a homeless shelter farm, and apprenticeships. ML King HS started their own program, replicating what they had learned through WWCP. The children responded well to the Hope Garden, which culminated with a harvest festival. Farm donations provided the shelter with a weekly meal. Marketplace Coordinator Carly Chelder reported how each school in the program runs a mini-co-op that involves students in many aspects of the food retail business. The students benefit from affordable, tasty, healthy snacks, hands-on learning and exposure to co-op practices and environmental issues. Each student team democratically decides who benefits from their profits. WWCP Board Vice President Liz Werthan explained the method of raising funds to expand the program.

## **Bylaw Change**

David Woo summarized the proposed bylaw changes to allow for hand delivery of meeting notices. The changes were approved unanimously by the members.

The meeting adjourned at 7:30pm after which tours of the new store resumed.