Q1 To what extent are Board members:

Answered: 6 Skipped: 0

	Not at all	Small extent	Moderate extent	Great extent	N/A	Total	Weighted Average
Operating within the limits placed on the BOARD'S AUTHORITY to focus on overseeing the affairs of the cooperative in a manner deemed beneficial to the cooperative as a whole?	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50
DIRECTOR'S AUTHORITY: Refraining from taking action on behalf of the cooperative alone unless explicitly delegated that authority by Board action?	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50
Respecting that s/he has no particular rights to information not made available to all directors?	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50
GM'S AUTHORITY: Respecting the authority of the manager to manage the affairs of the cooperative, including employing, supervising, and discharging employees, agents, and laborers?	**0.00%** 0	**0.00%** 0	**66.67%** 4	**33.33%** 2	**0.00%** 0	6	3.33
DISAGREEMENT: Accepting Board policy or action even when they disagree with the policy or action?	**0.00%** 0	**0.00%** 0	**100.00%** 6	**0.00%** 0	**0.00%** 0	6	3.00
Taking appropriate measures to reconsider Board actions when presented with further evidence or argument?	**0.00%** 0	**0.00%** 0	**83.33%** 5	**16.67%** 1	**0.00%** 0	6	3.17
CONFIDENTIALITY: Maintaining confidentiality to protect the Co-op's interest and financial viability? (This means not discussing disputed or confidential corporate issues related to personnel, real estate, market strategy/goals, and pending litigation with anyone outside of the Board and GM, unless all directors agree that such information is no longer confidential.)	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50
CO-OP REPRESENTATIVES: Conducting themselves in a professional manner that fosters confidence and reflects positively on the Co-op community?	**0.00%** 0	**0.00%** 0	**66.67%** 4	**33.33%** 2	**0.00%** 0	6	3.33
Respecting the rights of other directors, staff, and members to communicate their ideas free from interruption and without intimidation?	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50
Disclosing any economic conflicts of interest?	**0.00%** 0	**0.00%** 0	**16.67%** 1	**83.33%** 5	**0.00%** 0	6	3.83

#	Comments for "Operating within the limits placed on the BOARD'S AUTHORITY to focus on overseeing the affairs of the cooperative in a manner deemed beneficial to the cooperative as a whole?"	Date
	There are no responses.	

#	Comments for "DIRECTOR'S AUTHORITY: Refraining from taking action on behalf of the cooperative alone unless explicitly delegated that authority by Board action?"	Date
	There are no responses.	
#	**Comments for "Respecting that s/he has no particular rights to information not made available to all directors?"**	**Date**
	There are no responses.	
#	**Comments for "GM'S AUTHORITY: Respecting the authority of the manager to manage the affairs of the cooperative, including employing, supervising, and discharging employees, agents, and laborers?"**	**Date**
	There are no responses.	
#	**Comments for "DISAGREEMENT: Accepting Board policy or action even when they disagree with the policy or action?"**	**Date**
1	For the most part, yes. My experience is that one board member has a hard time with this. We end up spending a lot of time going round and round covering the same ground. It is hard on the group to have one Director always restating their minority opinion and not allowing us to move on.	1/31/2016 8:16 AM
#	**Comments for "Taking appropriate measures to reconsider Board actions when presented with further evidence or argument?"**	**Date**
1	This one it tricky because we need to have substantial new evidence or argument. Not just a return to the issue because one Board member did not like the vote or direction agreed upon by the rest of the Board.	1/31/2016 8:16 AM
#	**Comments for "CONFIDENTIALITY: Maintaining confidentiality to protect the Co-op's interest and financial viability? (This means not discussing disputed or confidential corporate issues related to personnel, real estate, market strategy/goals, and pending litigation with anyone outside of the Board and GM, unless all directors agree that such information is no longer confidential.)"**	**Date**
1	This has been a fine line with regard to expansion.	1/31/2016 8:16 AM
#	**Comments for "CO-OP REPRESENTATIVES: Conducting themselves in a professional manner that fosters confidence and reflects positively on the Co-op community?"**	**Date**
1	For the majority of directors, this is a yes. However, there are instances where individual directors have not.	1/31/2016 8:16 AM
#	**Comments for "Respecting the rights of other directors, staff, and members to communicate their ideas free from interruption and without intimidation?"**	**Date**
1	Most directors, but not all do this.	1/31/2016 8:16 AM
#	**Comments for "Disclosing any economic conflicts of interest?"**	**Date**
	There are no responses.	

Q2 To what extent are Board members:

Answered: 6 Skipped: 0

	Not at all	Small extent	Moderate extent	Great extent	N/A	Total	Weighted Average
Devoting the time needed to fulfill the responsibilities of the position?	**0.00%** 0	**16.67%** 1	**66.67%** 4	**16.67%** 1	**0.00%** 0	6	3.00
Attending all regular and special Board meetings, committee meetings, and retreats; and if/when unable to attend, notifying the Board or committee chair in advance?	**0.00%** 0	**0.00%** 0	**83.33%** 5	**16.67%** 1	**0.00%** 0	6	3.17
Acting as a body to discipline anyone with "unexcused" absences (this means providing written notice of potential to be placed on probationary status and/or enforcing the automatic resignation of someone with three unexcused absences)?	**0.00%** 0	**33.33%** 2	**50.00%** 3	**16.67%** 1	**0.00%** 0	6	2.83
Being prompt, attentive, and prepared for all Board and committee meetings?	**0.00%** 0	**16.67%** 1	**66.67%** 4	**16.67%** 1	**0.00%** 0	6	3.00
Contributing to and encouraging open, respectful, and thorough Board discussion?	**0.00%** 0	**0.00%** 0	**66.67%** 4	**33.33%** 2	**0.00%** 0	6	3.33
Attending and actively participating in Board trainings and retreats to enhance Board understanding and cohesiveness?	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50
Disclosing any conflicts of interests and refraining from discussing and voting on issues related to such conflicts?	**0.00%** 0	**0.00%** 0	**33.33%** 2	**66.67%** 4	**0.00%** 0	6	3.67
Being honest, helpful, diligent, and respectful in all dealings with other directors and Co-op management, staff, and members?	**0.00%** 0	**0.00%** 0	**33.33%** 2	**66.67%** 4	**0.00%** 0	6	3.67

#	Comments for "Devoting the time needed to fulfill the responsibilities of the position?"	Date
1	We have had a couple of directors who have, for personal and professional reasons, not been in great attendance. It has been a challenge for the board to have directors absent and then need to be caught up.	1/31/2016 8:18 AM
2	Seems like some folks are very committed and devote the time needed, others less so.	1/28/2016 4:06 PM
#	**Comments for "Attending all regular and special Board meetings, committee meetings, and retreats; and if/when unable to attend, notifying the Board or committee chair in advance?"**	**Date**
1	Same comment as the last question.	1/31/2016 8:18 AM
2	Folks are good about monthly Board meetings, less so about work sessions and committee meetings.	1/28/2016 4:06 PM
#	**Comments for "Acting as a body to discipline anyone with "unexcused" absences (this means providing written notice of potential to be placed on probationary status and/or enforcing the automatic resignation of someone with three unexcused absences)?"**	**Date**

1	No. But we are reviewing our code of conduct and intend to make it easier to understand and enforce.	1/31/2016 8:18 AM
2	The Board struggles with accountability to each other.	1/28/2016 4:06 PM
#	**Comments for "Being prompt, attentive, and prepared for all Board and committee meetings?"**	**Date**
	There are no responses.	
#	**Comments for "Contributing to and encouraging open, respectful, and thorough Board discussion?"**	**Date**
	There are no responses.	
#	**Comments for "Attending and actively participating in Board trainings and retreats to enhance Board understanding and cohesiveness?"**	**Date**
	There are no responses.	
#	**Comments for "Disclosing any conflicts of interests and refraining from discussing and voting on issues related to such conflicts?"**	**Date**
	There are no responses.	
#	**Comments for "Being honest, helpful, diligent, and respectful in all dealings with other directors and Co-op management, staff, and members?"**	**Date**
	There are no responses.	

Q3 To what extent are Board members:

Answered: 6 Skipped: 0

	Not at all	Small extent	Moderate extent	Great extent	N/A	Total	Weighted Average
Protecting the Co-op's interest when the organization is contemplating entering into a transaction or arrangement that might benefit his/her private interest or result in a possible "excess benefit" transaction?	**0.00%** 0	**0.00%** 0	**33.33%** 2	**66.67%** 4	**0.00%** 0	6	3.67
Working for continued and increased effectiveness in the Co-op's ability to serve its member/owners?	**0.00%** 0	**0.00%** 0	**16.67%** 1	**83.33%** 5	**0.00%** 0	6	3.83
Acting as team players and agreeing to abide by the majority action of the Board, even if doing so does not align with their personal opinions?	**0.00%** 0	**0.00%** 0	**66.67%** 4	**33.33%** 2	**0.00%** 0	6	3.33
Presenting the agreed-upon view of the Board of Directors, rather than his/her own, when speaking for the Co-op Board of Directors to employees, members, shoppers, and the general public?	**0.00%** 0	**0.00%** 0	**50.00%** 3	**50.00%** 3	**0.00%** 0	6	3.50

#	Comments for "Protecting the Co-op's interest when the organization is contemplating entering into a transaction or arrangement that might benefit his/her private interest or result in a possible "excess benefit" transaction?"	Date
	There are no responses.	
#	**Comments for "Working for continued and increased effectiveness in the Co-op's ability to serve its member/owners?"**	**Date**
	There are no responses.	
#	**Comments for "Acting as team players and agreeing to abide by the majority action of the Board, even if doing so does not align with their personal opinions?"**	**Date**
1	Commented on this previously.	1/31/2016 8:19 AM
#	**Comments for "Presenting the agreed-upon view of the Board of Directors, rather than his/her own, when speaking for the Co-op Board of Directors to employees, members, shoppers, and the general public?"**	**Date**
	There are no responses.	

Q4 To what extent are Board members:

Answered: 6 Skipped: 0

	Not at all	Small extent	Moderate extent	Great extent	N/A	Total	Weighted Average
Refraining from asking for special privileges as Board members and from interfering with management's authority?	**0.00%** 0	**0.00%** 0	**16.67%** 1	**83.33%** 5	**0.00%** 0	6	3.83
Working to ensure that the Co-op is controlled in a democratic fashion by its members and that all elections are open, fair, and encourage the participation of all members?	**0.00%** 0	**0.00%** 0	**33.33%** 2	**66.67%** 4	**0.00%** 0	6	3.67
Striving at all times to keep members informed of the Co-op's status and plans, and of the Board's work, as appropriate?	**0.00%** 0	**16.67%** 1	**0.00%** 0	**83.33%** 5	**0.00%** 0	6	3.67
Continually seeking to learn more about the Co-op and its operations and about the Board's responsibilities?	**0.00%** 0	**0.00%** 0	**16.67%** 1	**83.33%** 5	**0.00%** 0	6	3.83
Ensuring that any Board member who applies for a Co-op management position resigns from the Board as soon as s/he decides to apply?	**0.00%** 0	**0.00%** 0	**16.67%** 1	**66.67%** 4	**16.67%** 1	6	3.80

#	Comments for "Refraining from asking for special privileges as Board members and from interfering with management's authority?"	Date
	There are no responses.	

#	Comments for "Working to ensure that the Co-op is controlled in a democratic fashion by its members and that all elections are open, fair, and encourage the participation of all members?"	Date
	There are no responses.	

#	Comments for "Striving at all times to keep members informed of the Co-op's status and plans, and of the Board's work, as appropriate?"	Date
	There are no responses.	

#	Comments for "Continually seeking to learn more about the Co-op and its operations and about the Board's responsibilities?"	Date
	There are no responses.	

#	Comments for "Ensuring that any Board member who applies for a Co-op management position resigns from the Board as soon as s/he decides to apply?"	Date
	There are no responses.	

Q5 To what extent is the Board ensuring that each director, principal officer and member of a committee with Board-delegated powers signs a statement affirming such person: a) has received a copy of this policy; b) has read and understands the policy; and c) has agreed to comply with the policy?

Answered: 6 Skipped: 0

	Not at all	Small extent	Moderate extent	Great extent	N/A	Total	Weighted Average
(no label)	**0.00%** 0	**0.00%** 0	**33.33%** 2	**66.67%** 4	**0.00%** 0	6	3.67

#	Comments and Examples:	Date
1	Do committee members who aren't Board members get a copy of this policy?	1/28/2016 4:08 PM

Q6 If a majority plus one vote finds a director in violation of the Code of Conduct, the Board may elect to either issue a warning or ask for a director's resignation. To what extent do you believe the Board has used this option appropriately and/or when needed?

Answered: 6 Skipped: 0

	Not at all	Small extent	Moderate extent	Great extent	Total	Weighted Average
(no label)	**0.00%** 0	**33.33%** 2	**16.67%** 1	**50.00%** 3	6	3.17

#	Comments and Examples:	Date
1	Not needed in my term.	2/1/2016 10:12 PM

Q7 Overall, do you find the Board to be in compliance with Policy D11: Board Members' Code of Conduct?

Answered: 6 Skipped: 0

Answer Choices	Responses	
Yes	**100.00%**	6
No	**0.00%**	0
Total		**6**

#	Comments and Examples:	Date
	There are no responses.	