



Board of Directors Meeting Minutes

November 7, 2024 • 6 – 8pm

Zoom

Present at meeting:

Board Members: Roger (Vice President), George WinterSun (Secretary), Mike Connors (Treasurer), Brenda Harper (President), Mimi Smith (Employee Director), Elizabeth Gahm (Employee Director), Layla Richardson

Absent Board Members:

Co-op Employees: Sean Nolan, Emily Walter

Member-owners: Joanne McGarry

1. Welcome

The meeting was called to order at 6:04 by Brenda and introductions were made.

2. Agenda Review and Approval

- Agenda approved by consensus.

3. Member Comment Period

- Joanne – I appreciate the Board meeting in person on occasion. I live car free. I prefer to get around by tricycle. The Co-op has an alternative transportation card incentive, but I don't think it works well. I think bicycle parking needs to be prominently featured in front of the Co-op. I would like bike parking in the three parking spots up front next to the ADA parking spots. I think the Co-op should work with CRTP to set it up correctly, including a pergola and charging capabilities for electric bikes. I think there should be a Eureka and Arcata representative at the Board meetings. Bright and Green is a small local business. I think the Co-op should advertise Bright and Green as an alternative option to using compostable/disposable dishes. This would show that the Co-op promotes sustainability. I appreciate the Co-op community.

4. Approve October 3 and October 24, 2024, Board Minutes

Motion: Approve the October 3 and October 24, 2024, Board minutes.
Approved by consensus.

5. Board Correspondence – reported by Brenda

We received some board correspondence that we will discuss during agenda item #10.

6. Welcome New Board Members – reported by Brenda

Welcome Layla and Lizzy as new Board members and Mike as a newly elected returning Board member.

7. Choose Board Officers – reported by Brenda

The Board discussed what offices they wanted to hold with the following results.

Motion: Approve the following slate of Officers, Committee Chairs, and Committee Members:

- President: Roger
- Vice President: Lizzy
- Secretary: Mimi
- Treasurer: Mike
- Nominating Committee Chair: George
- Nominating Committee Members: Brenda and Mimi

Motion by Mike, 2nd from Brenda. Motion Passes (7/0/0).

8. **Strategic Planning Committee** – reported by Brenda

Layla will be the Board liaison for the Strategic Planning Committee, reporting back to the Board of the progress of the committee. Mike and Lizzy will be the other two Board representatives on the Strategic Planning Committee.

We haven't heard from many members interested in being on the committee. The Board agreed they would like more time to find members.

ACTION: Layla will contact the two members the applied to be on the committee.

- Mimi – I would like all employees to be invited to apply to be on the committee.

ACTION: Sean will send something out to all staff.

9. **Annual Member Meeting (AMM) Feedback**

- Sean – It feels like we can't decide what we're trying to have the AMM be. I'd rather see it be more of a celebration than a meeting. It feels stuck between a celebration and a meeting which can be awkward. I think focusing on more of a celebration would create more member engagement.
- Mimi – It was weird going back and forth between members wanting to talk with some complaining and then celebrating our accomplishments.
- Roger – There used to be a lot more of passing the microphone and hearing from people. And then people can see they may not be alone in how they feel on topics. I'd like to see more staff attending.

10. **Co-op Retirement Benefits** – reported by Roger

Numerous Arcata staff have approached me about retirement benefits. Workers get discounts when they shop but that goes away when they retire. I like the idea of after 10 years you get a 10% discount, 15 years you get a 15% discount, etc. I think this could lead past employees to spend more money at the Co-op. I think it's a moral boost and economic benefit.

- Sean – The more complex we make it, the more room for error when we're looking into the future. I think this is possible with a limited scope.
- Mike – I think it would benefit the co-op for past employees to continue shopping at the store.
- Mimi – I like the idea of scaled benefits. Would a new discount be retroactive for past retired employees?
 - o Sean – that is something we would need to look into.
- Mike – The more years you put in the less duration of time you can use a discount. I propose that 15 years gets you a 15% discount, but it doesn't stack.
- Sean – I would recommend that only the retired employee, not their household shoppers, could use the discount.
- George – Is this an issue at all with the Co-op giving more to employees and less to members, considering this is a member owned co-op?
- Roger – Many of our members want the employees supported. It's tricky.

ACTION: Sean will look into Mike's recommendation and see if SMS is capable of not allowing stacking discounts for retirement discounts.

11. **GM Report** – reported by Sean

- Still working on getting the generators hooked up at both stores.
- We have been having plumbing issues in Arcata. In the past high pressure water jets have flushed the pipes out. That isn't working this time. We have discovered that we have a collapsed pipe that we need to fix.
- Layla – I see you are doing a tasting of Jersey Scoops Ice Cream. It's not actually ice cream. It's a dairy dessert.
- Mike – the website says we're a certified organic store, which needs to be removed since we're no longer certified.
- Mike – I'd like to see management attend board meetings again.

12. **Member Comment**

- Mike – I'd like to figure out a way for board candidates to be represented at AMM even if they can't attend.
- Mike – It's been requested that candidate statements include whether they're an incumbent or not.

- Mike – We should clarify rules for candidate submission.
- Mike – I got a direct quote from someone. “I stopped shopping at the Arcata Co-op because everyone is grumpy and seems like they don’t like their job. At McKinleyville ENF everyone seems happy.”

13. New Business (items for next agenda):

- Strategic Planning
- Retirement Plan
- Strategic Plan Quarterly Review
- Finance Committee
- Proposal to meet on a different night

Consensus reached to adjourn the November 7, 2024, meeting at 8:27pm and move into Executive Session.

**North Coast Co-op
Board of Directors Executive Session Minutes
November 7, 2024**

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Absent Board Members:

Co-op Employees: Sean Nolan

No reportable action.

Executive Session ended at 9:30pm

Minutes by Emily Walter