



Board of Directors Meeting Minutes

November 13, 2025 • 6pm

Arcata Co-op

Present at meeting:

Board Members: Mike Connors (Treasurer), Elizabeth/Lizzy Gahm (Vice President/Employee Director), George WinterSun, Layla Richardson (President), Hayley Simera (Secretary), Jon Haumeder, Michael Cahill (Employee Director)

Absent Board Members:

Co-op Employees: Emily Walter, Sean Nolan

Member-owners: Roger

1. Welcome

The meeting was called to order at 6:00 by Lizzy and introductions were made.

2. Agenda Review

The agenda was reviewed.

3. Board Correspondence

None

4. Approve October 9 and October 30, 2025 Board Minutes

Minutes approved by consensus.

5. Member Comment Period

- M. Connors – Someone was suggesting that we should indicate to our owners that paying by cash or check is beneficially helpful to the Co-op. They want signs at the registers about this. Dead Reckoning has a clever sign about this. I know a person that likes to come here after work for dinner but they don't find anything in the hot bar area around 6-7pm. They want more food options available later in the day.
 - Sean – This is on the radar to improve.
- M. Connors – There is a bakery in SF that when they make a new batch of cookies, they send a text message out to their customers. They have separate text/email lists for each kind of cookie. I think it's a clever marketing idea. Last night was the fall membership meeting for the North Coast Growers Association (NCGA). A lot of small farmers wonder if they can work collaboratively through NCGA to get their products on the shelves at the Co-op. Is there a way to get produce to the Co-op via the harvest hub?
 - Sean – This sounds like a great potential opportunity.

ACTION: M. Connors will connect Sean with the appropriate contact at NCGA.

- Roger – I went to vote for the round ups but there was no way to vote via paper. I recommend that we have both paper and online voting.
 - Sean – We wanted to try this online this year because it's a lot of votes to count considering each ballot can have up to 9 votes on it. We are eager to see if we have as many votes this year as last year.
- Layla – I've heard lots of people that enjoyed the Annual Membership Meeting (AMM), and I heard from people that were upset that they missed AMM because they heard how good it was.
- Roger – I would like to be able to write articles to print and put in the front of the store. I want to increase our community involvement, and hopefully other people would want to get involved.
 - Jon – The information could include information about not using credit cards.
 - Roger – I'm thinking a first step is we get this information out and then maybe that would lead to having Member Action Committee meetings.
 - Jon – I will be a liaison for this. I'm also interested in getting the Member Action Committee going.
 - Sean – This sounds good to me.

6. Board Correspondence – reported by Lizzy

- A customer was upset because his bicycle was stolen from outside the Co-op and we wouldn't allow them to review our surveillance video. The Co-op has a policy that we don't share video outside of with the police (which we did) or via litigation. Staff have responded.

7. Election Results – reported by George

Ballot counting went smoothly.

Hayley Simera and Jon Haumeder were elected to 3-year terms. Lizzy was ratified by the Membership for a 3-year term and the employees elected Mike Cahill to a one-year seat as an employee director.

8. Choose Board Officers – reported by Lizzy

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

- President – Layla Richardson
- Vice President – Elizabeth Gahm
- Secretary – Hayley Simera
- Treasurer – Michael Connors
- Nominating Committee Chair: Jon Haumeder

Motion by George, 2nd by Hayley. All approved. Motion passed (7/0/0)

9. Annual Membership Meeting Feedback

- George – It looked like people were enjoying the event.
- Lizzy – I had a great time. I liked the venue, but the room felt small. It was a much more social event than informative event.
- M. Connors – Maybe next year staff can talk about an initiative or two that are coming up. Or upcoming events. Just a little more Co-op info. Things to look forward to. Something you learn about because you came.
- Roger – I noticed more young people than usual. There were no employees in attendance other than those getting paid. Usually, I see at least a few employees.

10. Finance Committee – reported by M. Connors

The Finance Committee reviewed Q1 with Barney and Sean. They recommended the Board accept the financials.

Motion: Accept FY26 Q1 Financials.

Motion by M. Connors, 2nd from Layla. Motion Passes (7/0/0)

Motion: Approve the October Finance Committee Meeting Minutes.

Motion by M. Connors, 2nd from George. Motion Passes (7/0/0)

11. GM Report – reported by Sean

- We got a lot of new Managers recently. Christine Sazama is now the Director of Operations. Shiann and Paul Gonzalez are now the Eureka and Arcata Store Managers.
- Pennies are no longer being minted, which is a logistical issue for retailers, specifically giving exact change with cash transactions. We cannot round up, because then we aren't compliant with sales tax law. We can only round down. Hopefully state policies will be updated soon. We'll do what we need to do for now to keep SNAP in compliance.
- M. Connors – Sean, can you invite, Shiann, Paul and Christine to a board meeting so we can meet them?

ACTION: Sean will invite Shiann, Paul and Christine to a board meeting.

- M. Connors – When will the Business Partner Program be implemented?
 - o Sean – Starting in January it will be one participant a month.
- Layla – I like that the Co-op will be at Taste of the Holidays.

12. Member Comment

- Roger – I love that we hired within the store for these Managers.

13. New Business (items for next agenda):

Agenda Items:

- Policy Governance
- Annual Retreat Discussion
- Employee Managers (invited)

Consensus reached to adjourn the November 13, 2025, meeting at 7:44pm and move into Executive Session.

Minutes by Emily Walter

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North Coast Co-op
Board of Directors Executive Session Minutes
November 13, 2025

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Absent Board Members:

Co-op Employees: Sean Nolan

No reportable action.

Executive Session ended at 8:34pm.

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