



## Board of Directors Meeting Minutes

April 10, 2025 • 6 – 8pm

Zoom

### **Present at meeting:**

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

### **Absent Board Members:**

**Co-op Employees:** Emily Walter, Sean Nolan

**Member-owners:** James Kloor, Kathleen Pelly, Pat Bitton

**Guests:** Hether Jonna (Columinate)

### **1. Welcome**

The meeting was called to order at 6:01 by Roger and introductions were made.

### **2. Agenda Review and Approval**

The agenda was reviewed.

### **3. Healthcare Policy – reported by Sean**

It's still more expensive to use a non-self-paid insurance program but we got some really good data and quotes on comparable plans. Sean reviewed comparisons of other plans to the Co-ops current plan. In our current system our rate increases are tied to use and cost of service. We aren't penalized for high claims. Whereas a fully funded plan rates can go up yearly, with no control. It seems apparent that our self-funded system is saving the Co-op money. We are also exploring options within our self-funded system.

### **4. GM Report – reported by Sean**

The Eureka generator is now up and running. We are utilizing both our new and old generator in Eureka. We actually had a power outage a few days ago and the generators worked as planned. We have a new policy that any time we have a power outage we will have our refrigeration service come out and make sure everything is back online appropriately.

### **5. Policy Governance**

Heather Jonna from Culuminate gave a presentation about using Policy Governance.

- Roger – A lot of this sounds like what we're doing. We have a strategic plan and policies. This sounds like it also includes keeping better records. I'm concerned about the promotion of products sold in plastics.
  - o Hether –I generally think of products as an operations policy and not a board policy.
- Mike – Could an End be to eliminate as much as possible, all single use plastics being sold and ask for a report on an annual basis on plastic waste?
  - o Hether – I would think of the End as being broader - what would the community be like with less plastic?
- Lizzy – What if two things clash? What if we have the aim of financial stability and to reduce plastic?
  - o Hether – Co-ops are businesses and you can't meet your sustainable goals if you aren't open.
- Mike – It offers the board a way to take what we want and need and get it down on paper in a way that outlasts the seven of us on the board. What we've created is there for the new board members and doesn't disappear.

### **6. Approve March 13 and March 20, 2025 Board Minutes**

March 13 and March 20, 2025 board minutes approved by consensus.

**7. Member Comment Period**

- Brenda – The Senior News had a nice shout out to Jose in the meat department at our store.
- Roger – I've notice more smiling by employees at the front of the store.

**8. Board Correspondence** – reported by Roger  
None.

**9. Board Report**

I didn't write a Board Report last month because there wasn't much to write about but also because I didn't want to until I knew it will be posted online. Sean has informed me that they will be posted online in the future.

**10. Strategic Planning Update** – reported by Layla

We met in person at the Eureka store earlier this month. We continue to move forward, and the facilitator has been helpful in keeping us on track.

**11. Finance Committee** – reported by Mike

Consensus to approve the March Finance Committee minutes.
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**12. Member Newsletter** – reported by Roger

I know it will be meaningful and useful to have a member newsletter. I will work with Pat and others that are interested in this.

- George – what is the intended distribution?
  - o Pat – I would like them available in the stores, emailed and on the website.
- Emily – A reminder to stay closely in touch with staff/Sean moving forward as the Co-op currently has not committed to be involved with a Member Newsletter.

**13. Member Comment**

- Roger – I read minutes from a meeting I wasn't at where solar was brought up. There is a history of the Co-op not being interested in solar. I will look into current rates.

**14. New Business (items for next agenda):**

- Strategic Planning Update

Consensus reached to adjourn the April 10, 2025, meeting at 7:26pm and move into Executive Session.

*Minutes by Emily Walter*

**North Coast Co-op  
Board of Directors Executive Session Minutes  
April 10, 2025**

**Present at meeting:**

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

**Absent Board Members:**

**Co-op Employees:**

No reportable action.

Executive Session ended at 8:28pm