



Board of Directors Meeting Minutes

August 5, 2021 • 6 – 8pm

Zoom Call

Present at meeting:

Board Members: Roger (President), Kirsten Lindquist (Treasurer), Pamela Lee (Secretary), Leah Stamper (Vice President)

Absent Board Members: Thomas Wehland, Laura Wright

Co-op Employees: Emily Walter, Sean Nolan, Barney Doyle, Alex Villagrana, Kiya Villarreal, Jessica Correa

Member-owners: Kathleen Pelly, Jasper S., David Cobb, Laura Jones, Diane Sharples

1. **Welcome**

The meeting was called to order at 6:02pm by Roger.

2. **Agenda Review and Approval**

Agenda approved by consensus.

3. **Approve July 1, 2021, board minutes**

Motion: Approve the July 1, 2021, board minutes.

Approved by consensus.

4. **Approve May 5, 2021, Finance Committee minutes**

Motion: Approve the May 5, 2021, Finance Committee minutes.

Approved by consensus.

5. **Member Comment Period**

- David C. – I was part of the creation of the current Strategic plan and am happy to see it being implemented. If there is interest to think about how to make the AMM meetings more participatory and fun, Cooperation Humboldt would like to assist. We take our Strategic Partnership with the Co-op seriously and want the Co-op to know that.

6. **Board Correspondence**

A member wrote a letter to the board about her concern that all staff should wear masks.

- Sean – beginning Saturday, Humboldt County will again be requiring masks for indoor spaces, and this will include all staff and shoppers in the Co-op.

7. **Employee Guest Speaker** – reported by Jessica Correa

I've been working at the Co-op for almost four years, mostly in the Produce Department in Arcata. I enjoy being around great local produce. I'm here to help keep this institution alive and strong. It feels good to be part of this community. I hear lots of great comments about our produce. Our department welcomes feedback. There is very little turn over in our department which creates a strong team. I'd like to see that in other departments

8. **Annual Membership Meeting (AMM)**

- Roger – it's hard to imagine an in-person meeting at this time.
- David C. – Cooperation Humboldt has been able to host virtual convenings that were largely attended, and we have learned great engagement techniques.
- Kirsten – I really enjoyed the film at the last AMM meeting.
- Roger – perhaps we could have members write letters and submit them to create some kind of journal.
- Pamela – breakout sessions would be great.

ACTION: Alex, Margaret, Sean and David C. will meet to discuss ideas for a virtual AMM to bring back to the board in September. Any AMM topic ideas they can be emailed to Alex.

9. Financial Bottom Line – reported by Barney

P2 was good and P3/P4 are looking good as well. We are seeing great trends and staff are doing a great job. We are still benefiting from our PP funds and we are in a great place financially. The FY21 audit is complete and went well. P3 and the audit will be discussed at the August Finance Committee.

- Diane – kudos to Barney and Sean for all they've done since starting at the Co-op at one of the worst financial times of the Co-ops history.

10. Strategic Plan Quarterly Report – reported by Sean

We are making progress on the Strategic Plan. The tracking sheet has been helpful as a tool to stay current on making progress.

11. GM Report

- Kiya – HAMBRO who runs the Crescent City CRV is potentially going to open a CRV redemption location in Arcata this October. We would like to see more in terms of solving the local CRV issues, but this will be a great first step.
- Roger – explained the Ukiah Co-ops membership fee structure and the topic of an annual membership fee. Would like to have a rainy-day fee for the Co-op.
 - o Emily reviewed the boards discussion of this topic at the July meeting (see July Board minutes).
 - o Diane – we had poor management in the past that spent the Co-op's money which is what put us in a bad financial situation. That is no longer the case.
 - o Kirsten – we have \$800k in reserves. I'm interested in discussing a change to the membership fee structure, but not an annual member fee.
 - o Sean – discussed common share structures at other Co-ops.

12. Member Comment

- Sean – thanks everyone for attending this evening.
- Roger – my perspective, we've had the most interactive worker board members in leadership roles that I've seen in a long time. In the past worker employees were often voted over. I'm glad to see the worker board members very much involved and in leadership positions.

13. New Business (items for next agenda):

- Membership benefits

Consensus reached to adjourn the August 5, 2021, meeting at 7:32pm and move into Executive Session.

Minutes by Emily Walter

**North Coast Co-op
Board of Directors Executive Session Minutes
August 5, 2021**

Present at meeting:

Board Members: Roger (President), Kirsten Lindquist (Treasurer), Pamela Lee (Secretary), Leah Stamper (Vice President)

Absent Board Members: Thomas Wehland, Laura Wright

Co-op Employees: Sean Nolan

No reportable action taken.

Executive session ended at 8:40 p.m.

Reported by Pamela Lee