



February, Board Meeting Recap – submitted by Colin Fiske, Board President

With the 10 Pin building in full move-out mode, the February Board meeting was held in a new location: the Inn at 2nd & C in Eureka. We covered a lot of ground in a couple of hours.

Security: An employee from the Eureka store attended the meeting to discuss a letter she had written to the Board about concerns around security, now that we no longer have security guards present. Melanie reported on actions the management team is taking to address these concerns, including analyzing new financial information as it comes in to determine when we can afford to get a security guard back at the Eureka store. There are also plans for additional staff training in the works. This topic will be discussed further at next week's Member Action Committee meeting (2/13 at 5:30pm) and at this month's Finance Committee meeting (2/28 at 6pm) - the latter with an eye to whether we can include money for additional security cameras and other measures in next year's budget. The safety of the Co-op's employees, members and shoppers is a top concern for the Board and the management team. If you have additional questions, concerns, or suggestions about this topic, please let us know.

NCG Advisor: The Board reviewed a proposal from National Co-op Grocers (NCG) to send an advisor to us free of charge, who would provide advice on turning around our financial situation. The Board was interested in the possibility of free advice, but many Board members had concerns about hidden strings that might be attached to the proposal. In the end, the Board decided to have the proposed contract with NCG reviewed by an attorney to ensure that we can be satisfied that: (a) we wouldn't be obligated to follow any advice NCG might provide, if we disagree with it; (b) the goals of the relationship would align with our own financial benchmarks; and (c) there would be maximum transparency and oversight of the NCG advisor by the Board. If we can't be satisfied on these subjects, it is likely that the Board won't agree to the proposal.

GM Search: The Board reviewed a proposed work plan for this year's GM search. (As a reminder, Melanie's contract is up in November, and rather than simply renewing the contract, the Board will be conducting a search to ensure that we have the best possible person in the position.) The Board agreed to a budget of just under \$10,000 for the search, the majority of which would go to bringing out-of-the-area candidates into town for interviews if necessary. We chose not to hire an outside HR consultant or recruiter for now, and instead to see if we can get a good pool of candidates with our own outreach and advertising. A new GM Search Committee was created, consisting of me, James Kloor, Leah Stamper and Cheri Strong to oversee the process. You'll be hearing more about this in the weeks to come.

The Board took some other actions as well, including approval of a budget for Board operations for the next fiscal year which commits us to continuing reduced stipends for Board members. For a full account of the meeting, you can read the minutes which will be published in the next Board meeting packet. Or if you have a question, just reach out and ask!

Next Board Meeting: The next board meeting will take place Thursday, March 7 (location to be announced). If you want more details about what happened at the board meeting, the full minutes of the meeting will be included in next month's meeting packet. You can get a copy of the board packet at the customer service desk about a week before the board meeting, or by email if you request it by emailing emilywalter@northcoast.coop.