



## January Policies & Procedures Committee (PPC) Meeting Recap

— submitted by Colin Fiske

The Board's Policies and Procedures Committee (PPC) met Wednesday night as storms continued to roll through the area. Board Secretary and PPC Chair Leah Stamper was trapped in her neighborhood by a tree across the road and couldn't get to the meeting, so I acted as chair in her absence. We covered several interesting topics.

General Manager Review Policy: Up until now, Boards have conducted reviews of the GM in any way they saw fit. Sometimes they followed a process similar to the previous year, and sometimes not. The PPC is proposing to make this process more consistent while still allowing plenty of discretion by adopting a policy which lays out, in very general terms, the parameters of the review. The proposed policy specifies that although the Board actively manages the GM throughout the year, there will also be an annual review. The review will include soliciting feedback from employees and will result in a written assessment and "expectations and goals for future performance."

Diversifying Our Suppliers: The PPC discussed the fact that we rely heavily on UNFI, and the risks caused by relying so much on a single supplier, particularly when that relationship is governed by a contract (with the National Co-op Grocers) the exact contents of which are unknown even to the Board. To mitigate these risks, the PPC is recommending the following to the Board: "Direct staff to prepare a contingency plan for contract dispute, supply chain disruption, contract expiration, or any other unforeseen circumstances affecting UNFI supply. The board expects a progress report due September 2019 and a final report by the conclusion of fiscal year 2020."

Member Share Structure and Cost: The PPC took up the perennial issue of member investment in the Co-op, and the pros and cons of requiring or incentivizing more investment than we currently do. (Our Co-op has far lower member investment requirements - just one \$25 A Share - than other comparable co-ops.) Specific topics of discussion included the possibility of structuring C Share investments to encourage longer-term or higher-dollar investments, and the possibility of issuing D Shares (which exist in our Articles of Incorporation and Bylaws but have never been issued). The PPC didn't reach any conclusions and agreed to continue this discussion at future meetings.

Thanks for your work for a better Co-op.

Colin Fiske  
Board President  
North Coast Co-op