



March, Board Meeting Recap — submitted by Colin Fiske, Board President

Safety and Security - The Board approved a recommendation from the Member Action Committee to "direct staff to address safety concerns with actions that can be implemented in the short term, including improved lighting, better camera placement and placement of security mirrors." We heard from IT Manager Jason Davenport that there is already a plan to install at least one new camera at the Eureka store. There was also a discussion of the security situation more generally, especially at the Eureka store. Melanie Bettenhausen updated the Board about plans for sensitivity/de-escalation training for staff and shared the barriers to bringing security guards back to the stores. This discussion will continue at the Finance Committee on March 28, when we will look at security expenditures in the context of the budget for the next fiscal year.

Open Board Seat - Board member Mary Ella Anderson resigned recently, leaving a seat open. The Board is accepting letters of interest (submit to board@northcoast.coop) until March 22 and plans to consider appointing someone to fill the seat at its April meeting. This is a non-employee seat that will be up for election this fall.

GM Search - The Board discussed and tentatively adopted lists of high-priority competencies, skills, key experiences and personal attributes of an "ideal candidate" for the General Manager position. See the lists below. If you think something is missing from the list, or disagree with one of the qualities listed, email board@northcoast.coop, or talk to a Board member before the final list is adopted in April.

- *Competencies*: financial management, strategic thinking, building and leading teams, problem solving
- *Skills*: managing people, stakeholder alignment, financial reporting
- *Key Experiences*: retail grocery experience, managing growth and change, experience managing people, working with a Board of Directors
- *Personal Attributes*: accountability, embraces cooperative structure, ease with transparency, values outside expertise

NCG Advisor Proposal: The National Co-op Grocers (NCG) have proposed to send us an advisor to provide suggestions on our operations free of charge. Based on discussions and concerns raised at previous meetings, the proposed contract was reviewed, and changes suggested by the Board's attorney to ensure that the Co-op would have complete discretion to accept or reject NCG's suggestions, ensure that there is no expectation of payment, and maximize transparency. The Board reviewed the revised contract and voted to send it to NCG along with a request for references from other co-ops which have entered into a similar arrangement. If NCG accepts our terms and provides references, the Board will make a final decision about the advisor proposal at its April meeting.

Possible New Employee Benefit: The Board approved a recommendation from the Member Action Committee to direct management to consider adding a benefit for employee members of two paid hours to attend a Board or committee meeting of their choice once each year. Look for more information about this as the management team looks into it.

Next Board Meeting: The next board meeting will take place Thursday, April 4 in Eureka (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.