

North Coast Co-op Board of Directors Meeting Minutes July 7 2016 - Co-op Community Kitchen – Eureka

Present at meeting:

Board: Mary Ella Anderson, Dave Feral, Colin Fiske, Peggy Leviton, Leah Stamper and Cheri Strong **Staff:** Melanie Bettenhausen, Jason Davenport, Lauren Fawcett, Kristina Harris, Mark Hubbard, Carrie Newman, Lisa Pettitt, Margaret Sataua, Ron Sharp, Ed Smith, Alisha Stafford, Eli Trabue, Nick Tyner, Bella Waters and Austin Wright

Member-owners: Kelly Boehms, Brenda Harper, Amanda Lightfoot-Wright, Toby Massey, Walt Paniak, Leila Roberts, Diane Ryerson, Robert Sataua, and Bill Schaser

Meeting was called to order at 6:00pm by Director Dave Feral at the Co-op Community Kitchen. Participants introduced themselves and answered the question "What favorite fruit are you enjoying this summer?".

<u>Agenda Review:</u> BIG follow-up was changed from discussion to action; Board Education on Raw Milk feedback was moved above Member Comment Period. Agenda then approved by consensus.

Approval of the Minutes:

MOTION: Move to accept the June 2 2016 Board meeting minutes and ratify the June 27-29 email vote reremoval of Toby Massey from Redwood Capital bank accounts.

Strong/Anderson MOTION PASSES 6/0/0

<u>Board Education: Raw Milk feedback.</u> Member response was mostly in favor of lifting the ban. If the board would support the repeal of the ban then the Co-op would sign on as a supporter. Certification processes are in place with protective health standards; a dairy would need to be certified as raw milk dairy to sell to the general public. Bill was asked to speak and he noted that he hasn't received any opposition to the radio shows he's been conducting and feels it's an economic opportunity for the county (Humboldt only one of three in California that ban selling raw milk). Director Dave moved to Member Comment Period.

Member Comment Period:

- Ed Smith. Two points: 1) Asked if the elected employee director would be appointed to the Board or need to wait until the general election. Director Dave noted the person would be appointed to be part of the General Manager hiring process. 2) CDC found 81% of dairy outbreaks were from raw milk and reminder of public opinion and the creator of pasteurization received the Nobel Peace Prize.
- Lauren Fawcett. Most co-workers noted that time of day isn't great for people with children to attend board and committee meetings. Suggested meetings earlier in the day and possibly paying employees to attend.
- Brenda Harper. Full support of raw milk. If people concerned about risks they do not need to buy it.
- Lisa Pettitt. Concerned about raw milk
- Amanda Lightfoot-Wright. Grandmother's brother died from drinking unpasteurized milk.
- Leila Roberts. Grew up drinking raw milk in other countries, no ill effects. Thanked the board for supporting the Driscoll berry boycott. Working with staff on public statement.
- Diana Ryerson and Walt Paniak. Thanked board for supporting boycott. Proud to be a co-op member.
- Eli Trabue. Concerned about tone and ability of management decline over the years. Noted new sick call in policy which is challenging. Would like board to set the tone for how the store should function. Director Dave noted that the board is aware and interested in improving the situation.
- Mark Hubbard. Suggested an opportunity for employees to meet with the board during work hours.
- Director Leah noted the co-op will not comment on health benefits or risks of raw milk, just option to sell it.

MOTION: Move to support lifting the ban of selling raw milk in Humboldt County. Leviton/Strong **MOTION PASSES** 6/0/0

Director Dave will follow-up with Melanie Bettenhausen to create a formal statement and include in newsletter.

<u>Board President Report:</u> Director Dave noted he received a call from Hoopa Nation Tribal Chair, who is interested in starting their own co-op, due to closing of their main grocery store. Holding interviews for General Manager in a couple of weeks. September presentation by Chris Moore on potential meat processing plant in Humboldt.

Committee Reports:

Member Action Committee: Director Colin reported out, no recommendations, but working on volunteer program.

Policies and Procedures Committee: Director Colin reported out with one recommendation for the board on a policy that would transition to single person memberships. Policy would not affect current memberships, but future ones. Board has received detailed comments form a member on the policy with suggestion on obtaining additional member input on the proposed policy as it's a major shift. PPC will write a summary article on what lead to the policy, pros and cons and more discussion to take place at the Annual Membership Meeting. Also received member comment on bylaw concern regarding patronage refunds issued as either Class B or Class C shares. Board discussed and determined it was not a major change, thus agreed to not pull this proposed bylaw section from the ballot. PPC working on responses to questions from June Member Survey on proposed bylaws. Members will also have opportunity to discuss proposed bylaw revisions at Annual Membership Meeting prior to voting on them. Director Colin did note that bylaw changes to Section 5.05 have been approved by the board for this year's ballot.

Earth Action Committee: Director Peggy reported out and reviewed the two recommendations. Eureka outlet change would be a service to customers by request, no advertisement or signage.

MOTION: Direct Ron Sharp to take steps necessary to convert an outlet on north side of Eureka store from 120 voltage into 240 voltage outlet for an unofficial charging option and develop whatever policies necessary if cost is under \$500, completed within six months.

Leviton/Stamper Strong abstained MOTION PASSES 5/0/1

Committee discussed desire to finalize compost, waste bins prior to Annual Membership Meeting. Not sure on dollar limit yet, so if a budget increase is needed, bring to the Board.

MOTION: Direct staff to update the waste streams, recycling and compost bins at both stores, including staff training and signage and implemented before next membership meeting by October 15th.

Feral/Fiske MOTION PASSES 6/0/0

Nominating Committee: Director Leah reviewed the June meeting, where three employee candidate applications were received and approved (Ed Smith, Nicole Tipple and Austin Wright). Table and chairs approved for candidate use and board discussed if a policy for other use is necessary. As long as staff abide by policies board set (provide tables to candidates and board members) then at staff discretion for use. Not necessary for board if an operational policy is needed. Also noted that employee directors are not prohibited from tabling outside the store.

<u>BIG Follow-up</u>. Director Colin reviewed the list of ideas from the Big Idea Gathering. Will be a quarterly gathering with next on in September. With off-set election cycles for the board, hard to maintain institutional memory on board decisions and would like to have some project tracking tool.

MOTION: The Board directs Dave Feral and the General Manager to work together with whatever appropriate staff to develop a tracking system that works for everybody.

Fiske/Leviton Anderson abstains MOTION PASSES 5/0/1

Brenda Harper has been invited to present her work on the coefficient project at the Earth Action Committee meeting on July 19th at 5:30pm. Ron noted that maintenance is looking at continuing the program as well as a marketing staff person. He also noted that Alisha Hammer is working on a presentation on current purchasing practices to be presented at the August board meeting. Rest of BIG items tabled till August. Director Mary Ella reminded all that they have a personal responsibility for not exceeding their ability to cover everything they want to do and need to prioritize what can be accomplished.

continued...

Interim General Manager Report: Ron Sharp reviewed his July report. Discussion included:

- Will have a lower margin on durable products for reuse. Health codes do not allow for consumers to bring their own containers for their reuse; however a staff person could fill it. Researching bulk and salad bar.
- No response received from Driscoll, Sakuma or Haagen-Dazs.
- Director Dave thanked Ron for all his work, and to pass along the appreciation to Management Team for all
 they are doing and what the board is throwing at them. Board will be accommodating to the list of current
 projects.

MOTION: Move to approve Ron Sharp's July report.		
Anderson/Leviton	MOTION PASSES	6/0/0

Member Comment Period: topics discussed:

- Structure of board meeting is not participatory.
- Deeper conversations and creation of policies happen in committee meetings.
- Pay for power is more complicated then home use, concerned about fines for unregulated charging station.
- Support for continuing uniform security. Made huge difference in Eureka ambiance.
- Concern on loss of employee rep.
- Timing of membership rolls policy and Co-op News. Colin and staff will work on that concern.

Consensus reached to adjourn the July meeting at 8:13pm and move into Executive Session.

Minutes by Bella Waters



North Coast Co-op Board of Directors Executive Session Minutes July 7, 2016 - Co-op Community Kitchen – Eureka

Present at the meeting:

Board: Mary Ella Anderson, Dave Feral, Colin Fiske, Peggy Leviton, Leah Stamper and Cheri Strong

Approved guests: Kelly Boehms

Meeting opened from Executive Session to Regular Session at approximately 9:10pm

It was reported that there was one action taken:

The Board voted to direct the General Manager to recall all campaign buttons made with Co-op equipment and materials and on Co-op time for candidates in the employee director election.

Action reported to Board Assistant by Board Secretary.