



North Coast Co-op
Board of Directors Meeting Minutes
August 4 2016 – Ten Pin Building – 793 K Street, Arcata

Present at meeting:

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

Staff: Ken Baca, Melanie Bettenhausen, Sarah Burns, Alanna Cooke, Jason Davenport, Don Dell, Lauren Fawcett, Kristina Harris, Jolie Harvey, Derik Powell, Jess Russell-Yount, Alicia Sexauer, Ed Smith, Alisha Stafford, Duncan Thomas, Eli Trabue, and Bella Waters

Member-owners: Jeremy Cotton, Erin Derden-Little, Tim LaBelle, Amanda Lightfoot-Wright, Roger, Fawn Sheer, Chris Moore and Susan Seaman.

Meeting was called to order at 6:01pm by Director Dave Feral at the Ten Pin. Participants introduced themselves.

Agenda Review: BIG discussion added to September agenda, CAP program update and Annual Membership Meeting check-in added after Board President report.

MOTION: Move to approve the revised August Board agenda. Leviton/Strong	MOTION PASSES	6/0/0
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Approval of the Minutes:

MOTION: Move to accept the July 7 2016 Board meeting minutes. Fiske/Leviton	MOTION PASSES	6/0/0
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Member Comment Period:

- Roger. Congratulated board for being open in dealing with difficult discussions. Large attendance tonight.
- Eli Trabue. Reiterated concerns voice at July meeting, employee election results supervised by a winner and concerning drop in opt-ins for newsletter. Director Leah noted that the board discussed concerns and will make an effort to allow comments as time allows. Ed Smith noted that all members were invited to view the ballot counting process and he did that from the corner of the room.
- Alicia Sexauer. Asked about decision to take away candidate buttons. Director Dave responded that the Nominating Committee has overall authority to run elections and the buttons undercut the authority of board and Nominating Committee, plus were not distributed on a level playing field. Director Leah noted that anyone could make buttons on their own time and promote individuals. It's the Co-op's role to promote the elections, not individuals and buttons were made on Co-op time with Co-op resources. Roger stated that a request be made to the Nominating Committee for providing buttons for all candidates ahead of time.
- Kris Harris. Documentation is needed on process of what is appropriate self-promotion of the Co-op, as there's currently nothing available, and it would prevent misunderstandings. Director Dave responded that the bylaws can be reviewed for the Nominating Committee section or contact Nominating Committee Chair.
- Jess Russell-Yount. Concern about morale and hazy information. Serious amount of disconnect between ground level employees, corporate staff and board. Challenging to keep up with committees and their work. Ideas to make the link easier discussed and comprehensive information will be in August Worker Bulletin.

MOTION: Move direct staff to create visual of how board works, committees, definitions, times, etc. for both stores and Ten Pin. Feral/Leviton	MOTION PASSES	6/0/0
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Mary Ella noted that what the committee does depends on who is there and as members and employees, everyone has a certain responsibility to get involved and stay informed.

Board Education: Current Purchasing Practices Presentation. Employee Alisha Hammer reviewed the new product selection flowchart that is used when reviewing new products. Also working with local vendors on their products and obstacles they face. Aiming for consistency between both stores and open to feedback on flowchart. Currently products aren't reevaluated when ingredients and ownership change, but that's doable and important. Director Colin noted that the Policies & Procedures Committee will be discussing purchasing polices and all are welcome to

attend that meeting or provide feedback once agenda has been sent. SPINS program allows staff to see trends by popularity of products.

Board President Report: Director Dave noted three items.

MOTION: Move to appoint Ed Smith as employee director.
Feral/Fiske

MOTION PASSES 6/0/0

All welcomed Ed to the Board. Director Dave noted that the board is not fascist, reminder of Finance Committee meeting August 23rd at 5:30pm in Ten Pin and there will be an announcement after tonight's Executive Session around 9:30pm

CAP Update. Director Colin reported that the small CAP group have met a couple times and should have a report ready for September Board meeting.

Annual Membership Meeting. Director Leah reviewed format change in Annual Membership Meeting and election. MAC will be discussing agenda at August meeting and agenda to be included in September board packet.

Committee Reports:

Member Action Committee: Director Colin reported out on one recommendation regarding the volunteer program idea. There's general agreement that this program would be okay as long as it doesn't include bargaining work, which is the reasoning for the MOU request. Liability issue has already been discussed and program is not a way to replace employees with volunteers. General Manager will handle the management team vacancies and the timing of that happening prior to union negotiation on MOU is up to General Manager.

MOTION: Board direct management to negotiate a side agreement or memorandum with the Union that specifies terms of a volunteer program and report back to the MAC.
Fiske/Anderson

MOTION PASSES 7/0/0

Earth Action Committee: Directors Dave and Peggy reported out. August EAC meeting will have presentation from Larry Pardi (City of Arcata) on potential bus stop in front of Arcata store. Two recommendations from committee.

MOTION: Direct General Manager to direct Lauren Fawcett to research feasibility of OZZI machines or similar item, all systems necessary to support/implement successfully in both stores regarding placement and cost. Report back in October 2016.
Feral/Fiske

MOTION PASSES 7/0/0

MOTION: Direct General Manager to create a position for tracking, reporting and formulating sustainability strategies while overseeing coordinating efforts of "Green Teams"
Leviton/Strong

MOTION PASSES 7/0/0

Director Dave noted that the General Manager will hire that position and determine if it's an appropriate volunteer opportunity. Employee Jolie stated that one of her staff and herself have completed a Co+efficient webinar and are obtaining the necessary information.

Policies & Procedures Committee: Director Colin noted no report as meeting was cancelled.

Nominating Committee: Director Leah reviewed the July meeting. Applications for general election candidates were reviewed and ballots counted for employee election. Candidate Forum on September 9th at 6:30pm. For ballot count, number of invalid ballots by non-member employees who voted wouldn't have changed results of employee election.

Interim General Manager Report:

MOTION: Move to approve interim General Manager's August report.
Feral/Strong

MOTION PASSES 7/0/0

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Meat Processing Facility Presentation: Director Dave introduced Fawn Scheer and Erin Derden-Little. Their presentation was primarily focused on feasibility of meat processing at Redwood Acres. Recommendations for Co-op were:

- A. Investing in enhancements (cold storage)
- B. Providing services to producers (staffing support, business development and distribution services, and convening an annual meeting for networking/connections)
- C. Advocacy at state level to change policies (alternatives to rendering requirement, lobbying for fairgrounds to have more flexibility with their space and state certified processing facilities rather than federal).

Mobile systems were reviewed, Niche Meat Processing Assistance Network (NMPAN) website for resources, and current findings that cost is an issue regardless of location (Redwood Acres, other location, etc.). Concern about carbon footprint, which localizing may reduce. Final report will be available in next few months. Board in general agreement on providing whatever support they can.

Member Comment Period: topics discussed:

- Clock needed for new meeting space.
- Appreciated time allowed for questions during committee reports.
- Concern that not alternating between Arcata and Eureka will leave people out, and if continue to alternative how to encourage people in Eureka to attend.
- Good representation of employees present (union, admin, management)
- Appreciation to board for their hard work.

Consensus reached to adjourn the August meeting at 8:14pm and move into Executive Session.

Minutes by Bella Waters



North Coast Co-op
Board of Directors
Executive Session Minutes
August 4 2016 – Ten Pin Building – 793 K Street, Arcata

Present at the meeting:

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

Approved guests: Melanie Bettenhausen

Meeting opened from Executive Session to Regular Session at approximately 9:30pm

It was reported that there was one action taken:

Consensus to select Melanie Bettenhausen as the Co-op's new General Manager, effective August 12, 2016.

Action reported to Board Assistant by Board Secretary.