

Board of Directors Meeting
Monday, February 21st 2022
6:03pm open | 7:45pm adjourn

6:03 Opening

- Attendance: Brock Auerbach-Lynn, Mike Strode, Troy Martin, Whytnee Bush, Christine Bucheit, Agela Abdullah, Suzanne Keers, Victoria Birkbeck
- Owners: Rebecca
- Staff: I'Talia McCarthy (GM), Robert Curtis, David Nobel, Jessico Dickerson, Alexis Figueroa

6:07 Meeting Agenda- Rebecca

- Is the proposed agenda okay with everyone?
- Victoria would like an extra 5 minutes added to the end to discuss the board retreat.
- Rebecca: Thumbs for approval?
*Everyone thumbs up.

6:10 Owner Comments

- No owner comments were made.

6:11 Operations Report

- Rebecca: Has everyone gotten a chance to look this over?
- Troy: Have you tried to reach out to the person you offered the specialty job position?
- Italia: Yes we've messaged, called and emailed the applicant had other job offers so we assume they took one of those.
- Suzanne: Do we have heating cables on the roof to melt the ice?
- Rob: Yes we do have heating cables but we don't have the proper gutters to drain the water off of the roof. We reached out to our landlord and we have still not heard back.
- Suzanne: We all know sales are low. I noticed the transactions aren't down the basket sizes are smaller.
- Italia: Yes, that's been the trend. People have smaller basket sizes. That has a lot to do with the restaurants reopening and people are kind of broke right now. They're spending their dollars wisely right now.
- Suzanne: My only other concern is the gift card situation. We were told it was going to be handled already.
- Italia: NCG took us out of the program when they shouldn't have. Now they have to send us this new machine that will take the gift cards at only one register. It's currently on its way.
- Brock: **David can you give us a quick marketing update? Do you need anything from us?**
- David: March will be a harder launch on the "more than just pickles" campaign.
- Brock: How can the board help?
- David: Probably with spreading the word. Stay tuned because I'm not really sure where I can use the board yet.
- Troy: Is there any information on the TRIAD clerk position?
- Italia: Rob and Chuck met with the union a couple of weeks ago. The union gave the concerns they had such as they didn't want the position as a level two position (level two makes one dollar more than level one positions). They have other concerns. Rob will be meeting with them at a later date to discuss this.

- Rob: It is very possible that this might be delayed a few months based off of our financial situation at the moment.
- Italia: We have taken it down from the website but we have had a lot of interest in the position, about 30 applicants.
- Rebecca: Do we approve the new owners and repurchase requests? Thumbs?
*Everyone thumbs up.

GM Monitoring:

- No monitoring reports this month

6:31 B4 Ownership Rights and Responsibilities

- Rebecca: Are there any questions or concerns?
- Whytnee: How to rally the committee members? What has worked in the past?
- Italia: It seems as though people only want to participate when the store is not doing well. It seems like people are more zoomed out. It's difficult with the pandemic to have people gather. We aren't ready for that in the store yet.
- Whytnee: I was thinking more of like putting something in the newsletter possibly.
- Italia: Yes David and I are actually working on that.
- Mike: How does the 15% discount work? For the hands-on owners.
- Italia: The owners marked as hands on owners right now are the ones that Sharon March before I started. It's up to us on how we want to incentivize people to be involved or become hands on earth. I'm not sure if that's your question.
- Mike: What if we say something like hands on owners who participate in one meaningful activity per month to receive a 15% discount?
- Italia: That was the discount when I started so yes? My old co-op we had two tiers of hands on ownership. 20% for working four hours per week and 10% for working four hours per month. It's a nice way to incentivize. I am good with the 15% but we aren't going to get a flood of people.
- Victoria: To Whitney's point earlier this is about as active as it's been. Even when we do outside training they mention that this is normal. Most people just want to shop and not volunteer. I do think the incentive is a good idea; it might build owner participation and sales.
- Is there documentation on the different committees and what they do? We should adjust the language on the B4 policy. We should wait until we are in a better place financially before we agree to incentives.
- Rebecca: Anything of action to do right now? Are we in compliance? Thumbs?
*Everyone thumbs up.

6:49 Treatment of Customers Report B5

- Rebecca: Any questions or concerns?
- Victoria: I really appreciate that we have so many safety protocols
- Rebecca: Are there any other comments, concerns or questions? Are we in compliance? Thumbs?
*Everyone thumbs up.

6:51 Board Meeting Governing Style C1

- Any feedback? Any questions? Are we in compliance? Thumbs?
*Everyone thumbs up.

7:02 The Boards Job Policy C2

- Are there any questions or concerns?
- Suzanne: Who files our taxes?
- Italia: Wagner files our taxes
- Victoria: Our board members are very strong!
- We know Peter has expressed that he will not be treasurer next year.
- Italia: We will still have a finance meeting but that spot will be hard to fill.
- Can we add the treasurer discussion to our retreat agenda?
- C.2.6 will be moved to April.

7:17 Approvals

- February Minutes
- Mike: Can we add the charter as a discussion item?
- Thumbs?
*Everyone thumbs up.

7:21 Charter Discussion

- Information on each of the committees
- Owner linkage. Questions? None
- Finance. Questions? None
- Policy. Questions? None
- Suzanne: Who is in charge of the policy register?
- Whytnee: The secretary

7:31 Board Retreat Discussion

- Nancy cannot do the C1 and C2 until after tax season.
- We can do B7 and B8 in March
- We will move B6 to April
- The next board meeting will be short.
- We will be sticking with the date for the retreat
- We can record the retreat in case someone misses it.
- The retreat will be saturday March 19th
- Would anyone work with Thane and plan the retreat?
-Brock, Whytnee, Italia, and Suzanne volunteer

7:41 Meeting Assessment

7:45 Motion to Adjourn

*Everyone thumbs up.

7:45 Meeting adjourned.