

Board of Directors Meeting
Monday, October 17th 2022
6:02 PM Open | 7:47 PM Adjourn

6:02 Opening

- Attendance: Brock Auerbach-Lynn, Mike Strode, Whytnee Bush, Victoria Birkbeck, Peter Frank, David Culpepper, Christine Bucheit
- Staff: I'Talia McCarthy (GM), David Nobel, Alexis Figueroa

Introduction Question: What's your favorite Halloween candy/costume?

6:08 Meeting Agenda

- Do we approve the changes made to the agenda?
*Everyone thumbs up.

6:10 Owner Comments

- Italia: I am an owner, and I just increased my equity a couple days ago and I am extremely proud that we now carry Cheez-Its. And I buy them all the time now from the co-op instead of target.
- Mike: I haven't been in the store in a really long time but I recently went in and it was fantastic. It's a beautiful store. I'm looking forward to in person meetings soon.
- Brock: Thank you to Italia and Josh for doing the farmers market this weekend.
- David C: I'm sad Joe Vegan isn't selling treats anymore.

6:15 Operations Report

- Italia: I'm going to update everyone on the cooler meltdown from this morning. There was a power outage between 12-2am. There's nothing we could have done. Zone would have had to come in and they don't do that at that time of night. All the coolers are back on now. We lost around \$5,000 and I will be submitting a claim. It will be the same process we had when we replaced the water heater. In our insurance policy we are covered so we will be reimbursed.
- Brock: Are there specific items that are unavailable?
- Italia: Unfortunately our cheese case and deli case took the biggest hits. Luckily I saved a lot of the cheese but all of our deli salads were thrown out. It was 34° when this happened so we put the product outside to lower the temp until Zone came in. That helped a lot.
- Ace Sushi is still waiting for the health department to come down for their inspection so it's still on hold. We are set up and ready to go.
- I want to do a brief overview of HR stuff. We have open enrollment coming up in November. Also we had quite a few cashiers quit so we need to fill those positions. As much as we need to reduce labor we are down to the bare minimum. We cannot work without cashiers. All the managers are covering for those empty spots. They are spread very thin. So the hiring freeze is over for the moment.
- Italia: We finally cleared our issues with our landlord. They will be covering all of July's rent. We will have a lower loss than what we originally had down for July.
- Peter: why do you think sales dipped so much in September?

- Italia: The only reason I can think of is inflation. I'm seeing smaller basket sizes because people aren't stocking up. Also our short staffing caused us to not be able to stock the shelves. We aren't keeping up with the demand.
 - We also have a very difficult time with our main distributors. We don't receive a good amount of items and they aren't crediting our account. We call for credits but we aren't receiving them.
 - There was a discussion on needs based ownership and voting eligibility. The more in-depth conversation will be held first.
 - Brock: motion to approve the operations report?
 - Thumbs?
- *Everyone thumbs up.

6:39 Finance

- Peter: We are in a tight spot at the moment.
- Italia: in Scott's turnaround plan he's suggesting a 60k infusion into our organization and we don't have that right now. We are really waiting on that ERC credit. CCLF is going to try to get whatever they can out of us. They won't let go of their entire investment at the moment. The store is living paycheck to paycheck. I've made it a priority to call the IRS.
- I will drop the number in the chat, it would be helpful if people would call the IRS to see what our status is for the ERC credit. We need people calling as often as possible until we get some answers.
- We are converting the cafe back to the original design. We're moving all the alcohol out and bringing all the tables back.
- The new conventional items are in and we are adjusting the margins. I will be doing an audit of all the conventional items and I will check to see if they are prices properly.
- The conventional items have been doing very well but we need to give it more time.

7:03 Global Ends

- Italia: I wasn't happy with the progress made. The end I feel most comfortable with is the one that describes our ability to work towards our ends in sustainability. That goes a lot with Brock and our solar program. David and the Divvy bike program and our new partnership with Too Good to Go.
- Whytnee: I appreciate the details in the report.
- Do we accept as non compliant?
- Thumbs?

7:17 Election

- Italia: I'm very worried about our board right now. I'm worried about commitment. I'm worried about the amount of engagement we have from our owners.
- I'm worried that Peter is leaving and we haven't seen anyone step into this role.
- Whytnee: Is there more we can be doing?
- David: We had to do an extension for the election because marketing didn't receive the information needed to promote the new candidates and election. We only have the 3 candidates.
- Italia: We need to start recruiting way before now. There were so many things we could have done. The recruiting has always been done by board members and if it's too much we can have staff take that on but there needs to be more of an effort. We need to start recruiting 3-4 months out. We have to do better as a board. We can't meet without a minimum of five people.
- David: The voting is going to be held October 26th through November 2nd.
- Italia: The election is extremely concerning.
- Hopefully we will have a good turnout.
- We will be emailing the meeting by request and posting the minutes as usual.

- David: We can have owners in committees as long as there is a board member and that might help get people interested. People might just be intimidated.

7:38 Board Officer Nominations

- Victoria: Suzanne has shown interest in the treasurer role.
- Brock: I am happy to step into any role.
- Mike: I am happy with the secretary role. I would like to give the owner linkage chair hat to someone else.
- Christine: I would be happy to step into the owner linkage role.
- Italia: I would love Brock as my president. He is a very good communicator and he's very supportive.
- Victoria: Shall we leave with the thoughts of Brock for president, Suzanne for treasurer, Mike continuing as secretary and we can ask Troy about the vice president role?

7:43 Board Calendar

- Board read the calendar and went over the reports to be done.

7:46 Approvals

- September Minutes

7:47 Motion to Adjourn