

## MINUTES

This meeting was held in person at the Co-op, 10/19/2024

Meeting started at 5:30 pm and ended at 7:30 pm

**Board members present:** Terra Marshall (Co-President), Andrea Burkins (Co-President), Jerome Smith, Buffy Ford, Tricia Baehr, Marielle Angell.

**Board members not present:** Jamie Carson, Clare Schwartz (Treasurer), Laura Ann Edmonds (Secretary).

**Others present:** Amy Zimmerman (Board Assistant) via Zoom, Bobby Sullivan (General Manager), Rose Marie (Columinate) via Zoom.

### Meeting Summary:

- Check-ins
- Owner Comments
- 10/17/2024 Agenda, approved
- 9/19/2024 Minutes, approved
- Rose Marie, Columinate
- GM Reports
- Annual Meeting
- Petition Discussion

### Check-ins

### Owner Comments

### Approve Agenda

- Terra motioned to approve the October agenda, Buffy seconded. Motion approved.

### Approve Minutes

- Andrea motioned to approve the September minutes, Terra seconded. Motion approved.

### Rose Marie, Columinate

- I'm looking forward to being with you in a couple of weeks for the retreat. I'm really excited that you guys are all still up for the retreat and I think it's a really special time, because you just expanded your board. It'll be a great opportunity to get to know each other.
- Petitions: BDS and Donating gross revenue.
  - The Co-op bylaws include referencing the mission statement and there's an argument to be made that these policies would not be a responsible thing to do as an organization. As the stewards of the organization, and as fiduciaries, should you allow this to go through? You have a lot of really strong reasons that it's not responsible to move forward with these items that have been requested for petition.
  - The board should work on the language to add to policy, to clarify what is within the bounds of something that can be put forward as a petition and a ballot item.
    - The donation petition: One key point, the idea of taking a fixed percentage of your gross revenue is the equivalent of putting a surcharge on everything, because it costs what it costs to operate. The money comes from somewhere, and it's likely going to be an increase in price. So if you reframe that question, do we want to increase prices by 1%? It just presents this in a different way.
    - Boycott Policy: The co-op needs suitable operational policies that explain what the process is and what the limits are. I have an example from

Wheatsville Co-op, where we have a governance policy about endorsements, where we say that endorsements are going to be things we'll consider if they're not political, and someone on the board must be willing to be a champion of it. Also, the board must be willing to discuss it in a reasonable time frame and the board must unanimously support it. Limits could exclude anything divisive and/or destructive to our Co-op.

## **GM Reports**

- Hurricane Helene Discussion.
  - Bobby gave a report on the state of the Co-op from the inventory, hour changes and staff to a timeline of sales over the past few weeks.
  - There are supply chain issues for local producers and suppliers.
  - Number of transactions went down, but basket average went up.
  - The store is stocked now and sales growth is better. We were at 14% growth but after the hurricane dropped down to below 10%.
  - Bobby presented graphs of sales when Hurricane Helene hit.
  - Discussion on staff that have been affected.
  - We were closed the day of the storm, and then on the next day we had record sales.
  - Limited power: we had phase two power, but not phase three which means no power to some coolers and freezers. We lost a lot of product.
  - The following week sales dropped. Last week the sales were going up but we had limited hours.
  - Staff received storm pay.
  - The inventory service couldn't come due to Hurricane Helene.
  - NCG is matching donations for Co-ops affected by the flood.
- Bobby had a union meeting and the store got top marks.
- We are one of the most efficient Co-ops in the country. Labor costs and sales is a constant balance. The Co-op is fiscally sound but we still need to be diligent.

## **Annual Meeting**

- Zoom Annual meeting was rescheduled to 11/14/2024, 6 pm.
- The annual meeting will also be the November Board Meeting.
- Board members will be at the Annual Meeting via. Zoom at 5:30 pm.

## **Petitions**

- We need to begin drafting petition protocol and have statements ready for when the policy is published referencing the bylaws at the retreat.
- Come up with a deadline for petitions.
- The lending library on the side of the building had become a dumping ground and took up hours of staff time. It was costing the store money when the priority should be higher staff wages and lower prices.
- The Board should issue a statement supporting our operational initiatives around boycotts on a store level.
- A board member shared that when approached for the petition concerning donating revenue, she was told it was for the borrowing library and no mention of the donating revenue was presented to her.

## **Moved to next meeting/retreat:**

- The Policy Manual review project will be delayed to December.
- Go over Columinate's events at retreat with Rose Marie.
- Focus on Petitions at retreat; letters, responses, policy and statements.

Next meeting will be 11/14/2024 at 6:00 pm.

Amy Zimmerman, Board Assistant