

MINUTES

This meeting was held in person at the Co-op, 6/20/2024

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

Board members present: Terra Marshall (Co-President), Andrea Burkins (Co-President), Clare Schwartz (Treasurer), Laura Ann Edmonds (Secretary), Jerome Smith.

Board members not present: Christa Hamilton.

Others present: Bobby Sullivan (General Manager), Amy Zimmerman (Board Assistant), Dyllan Simmons (Produce Manager), Buffy Ford (Owner), Em Wiley (via zoom, owner and staff).

Meeting Summary:

- 6/20/2024 Agenda, approved
- 5/16/2024 Minutes, approved
- 4/18/2024 Minutes, approved
- Monitoring Reports reviewed and approved
- BDS Discussion

Owner Comments

- Em Wiley attended (via Zoom) to discuss the BDS petition to collect owner signatures to get the BDS movement on the ballot for owners to vote on.
 - The Board let them know about our stance on the request to boycott publicly and what we have done so far, and the concern of staff safety as it is related to the BDS movement and our Bylaws, which say we must ensure staff safety.
 - The Board is consulting an attorney who will clarify the process and will make sure that BDS is within the bylaws of our operations.
 - The petition process will need to be started in person.
- Em asked if the co-op has divested from Israel products.
 - The product that was brought into question, Sabra Hummus, was pulled from our shelves.
- Em stated they will come to a meeting outside the member comment period for questions and answers and they would like a more in depth discussion with more time than the allotted owner comment period.
- Em asked if they can petition by collecting owner signatures in front of the store.
 - The board is waiting on a response from the attorney about the entire process and will let them know as soon as we hear back. This situation is new to us, and we need to make sure we act within the bylaws.

Boycott Discussion:

- We just need to follow the policy, but the section in the bylaws is vague, which the attorney will help with.
- We will hear back from the lawyer and then see where we stand. When we get the package from the lawyer, we will make a bulleted timeline, there will be detailed steps.
- If we are willing to put this on the ballot we could skip the petition process. 50 votes would be needed to pass it. If it passes, there will be a poster that says apartheid free store.
- For the petition, signatures of 10% of our owners is around 400 people.

Approve Agenda

- Lulu moved to approve, Terra seconded, motion passed.

Approve Minutes

- April 2024 Meeting Minutes, Lulu moved to approve, Terra seconded, motion passed.
- May 2024 Meeting Minutes, Terra moved to approve, Lulu seconded, motion passed.

GM Reports

- B Global Constraint
 - A summary of the last time the board accepted all the reports.
 - Bobby will change May to July in the Staff Treatment bullet in the report.
- BI Financial Condition
 - Data report on the Financial Report Sage gave in May 2024.
 - 15% percent is pretty rapid growth. We are very busy at the store. It can affect moral and operation of the store. It is a good problem to have. The new trend is that Friday is the slowest day of the week, and suddenly Mondays and Tuesdays are more busy.
 - Trend: we are double digit growth two years in a row.
 - Receivable are still looking great.
- B5 Treatment of Customers
 - Are we treating customers okay? Business is up and that is a sign we are.
 - Customer count and basket average are both up.
 - Owner Data: Owner sales are up.
- Andrea motioned to approve all of the reports, Clare seconded, reports approved.

Misc. & Committee Check-ins:

- The board will start using the meeting folder at BOD Drive > Board Meeting Documents > 2024
- We might be getting self checkouts.
- Janitorial fees: We now have a cleaning service and TJ manages it.
- Staff Survey: the board will get the full report. There were three lines that said we were out of compliance. The disparity in the answering, discrimination free work place. We got a good score on it but it was marked out of compliance. The other was staff pay.
- We can have a columinate consultant at Executive committee meetings.
 - We need a consultant who is available
 - Ask Rose Marie to refer someone
- Succession Plan for Sage
 - Jessie does accounts receivable.
 - It wouldn't be a problem, we'd bring someone in.

Agenda Change Vote:

- Move policy manual to approve moving policy manual to July meeting.
- Terra motioned to approve, Lulu seconded, motion passed.

Agenda items not covered or unfinished:

- Moved to next meeting: Policy manual to approve moving policy manual to july, terra motioned, lulu seconded

Next meeting will be 7/18/2024 at 5:30 pm.
Amy Zimmerman, Board Assistant