

Los Alamos Co-op Board Meeting
Wednesday, 27 January 2021
Via ZOOM

Agenda item 1. Welcome and Introductions. Call to order 6:01

Board members in attendance: Joshua Faulconer (president), Dave Hampton (vice-president), Steve Snapp (treasurer), Robi Mulford (Secretary), Laila Badran, Jeff Jansen, Jesse Samdahl, and Holly Aiken.

Also participating: Jim Fischer, General Manager, Jack Majure-Barkley, business manager, Judith Stauber, marketing and outreach, Amy Lucker, Grocery, Kari Wood, front end, and Ed Santiago Member/Owner.

Agenda item 2. Agenda Review and Check-ins

The agenda is approved as presented by all board members present. Approved 7:0

Agenda item 3. Review December 16 meeting minutes

Minutes from the December 16 board meeting are approved by all board members present.
Approved 7:0

Agenda item 4. Open Member/Owner time and comments

We hear a report of a new shopper who is delighted with the respectful staff and the variety of products at the Coop.

Agenda item 5. GM Reporting

A security system will be installed at the store.
A customer survey managed by NCG will be launched on the receipts, to continue year-round.
An online employee assistance service has been engaged.
The employee manual is being revised, in the section regarding salary policy.
A delivery service is being considered.
NCG is providing a direct mail campaign, as part of a loyalty program for members.
Open enrollment for staff benefits has started.

Agenda item 6. Staff Auxiliary Board Reporting

The Staff Auxiliary position is no longer needed.

Agenda item 7. Business Manager Reporting

The board reviews November financials.

Agenda Item 8. Marketing Manager Reporting

The Coop Culture slide is presented, and a variety of branding measures are discussed.

Events: Seed swap Feb 21
Plant swap May
Iris swap September

10th anniversary of the Coop is coming up.

The international character of the community should be celebrated at the store.

Agenda item 9. X-4 2021 Budgeting and Financial Planning

X-4 is approved as presented 8:0

Agenda item 10. Board Budget for 2021

A board budget is approved 8:0.

Agenda item 11. General Manager Annual Goals to address Ends

The Annual Goals are approved as presented 8:0.

Agenda item 12. Membership Subcommittee Report

The next meeting of the Membership subcommittee is Sunday January 31.

Agenda item 13. Subcommittee on Member-Owner Loans Repayment Method

A Member-Owner meeting is proposed for the end of February, with repayment to be implemented on March 1.

The board approves a measure 8:0: “The store will start a payment system involving credit or cash, to the extent that credit is legal, paying a slightly larger percentage of the loan to those who accept credit. Every year the store management will allocate a lump sum, to be divided as a percentage of each loan.”

The board gives the General Manager discretion to pay back loans in the case of hardship, based on the store financial condition and a set of listed criteria which will be communicated by the board. Approved 8:0

Agenda item 15. Board Meeting conduct

No further action.

Agenda item 16. Appoint Committee for Governance Policy Review

The committee membership is specified.

Agenda item 17. Closing and other business

The minutes of the November meeting have not been accepted.

The next board meeting is on February 24th, at 6 PM.

Monthly GM/ Board member meetings have been suspended for the time being.

Adjourn 8:34 PM Approved 8:0

Executive Session is held