

MINUTES
FEATHER RIVER FOODS CO-OP BOARD OF DIRECTORS
REGULAR MEETING
October 21, 2021

Time: 5:00 pm Meeting called to order by Gia, President

Location: 269 Main St, Quincy CA.

Board members present: Gia Martynn, Piers Strailey, Dana Krinsky. Wayne Cartwright Aubrey Pickerell, [Scott Stirling](#), Melissa Lopez

Board members absent: N/A

Minutes taken by: Nova Collinson

Also present: Marcie Wilde, GM, Nova Collinson, Human Resources.

Welcome guests: none

Open Forum/Announcements:

Approval of October 21, 2021 Agenda:

Dana motioned to approve; Gia seconded. Agenda approved.

Approval of September 16th, 2021 Minutes:

Piers motioned to approve; Scott seconded. Minutes were approved with changes.

- Change wording - moved not approved
- Correct dates for the committee meetings held on 16th/5th

Board Education:

Dana presented and discussed the topic of Social Determinants of Health.

Upcoming board education:

Board Ed 2021 lineup

November 2021 - Scott Stirling

January 2022 - Gia Martynn

Manager's Report:

The general manager's report for September 2021 was discussed and the board accepted the report.

Old Business:

- **Policy Governance Update:**
 - Proposed meeting on November 18th with Columinate.
- **Community Appreciation Day**
 - Reviewed plans and schedule
- **Portola Building**
 - Electrical and extensive work needs to be done
 - Waiting on appraisal
- **Membership Message**
 - Aubrey will send something over
- **Breakfast with the Board**
 - Canceled due to covid
 - Gia to do a write up explaining to membership; insert plug for board elections
- **Annual Employee Survey**
 - Compared to Jan 2021; do not match completely.
 - Overall results were a bit lower than last year.
 - Nova spoke on Compensation Philosophy

New Business:

- **Review bylaws**
 - 2.1 look at wording on members becoming eligible
 - 2.2 access to bylaws; online and can request paper
 - 2.4 no mention of \$20/year off less yearly amounts
 - Store Behavior Policy - sent to Marice
 - 4.8 Legacy Policy revise to reflect; legacy members must sign board agreement
 - 4.2 only 7 members now; discussed open ended 7-9, will discuss in future might be a benefit for policy governance
 - 8.2 reductions; clarify - boards approves dividend, and membership can waive the disbursement of funds
 - 8.1 clarify - refers to each locations patronage is put into one money bucket instead of one distribution for each location
 - no other comments or concerns

- Policy committee to address 2.1 and 4.8
- Labor Budget
 - Nova gave overview of current wages, needs for Cost of Living and setting a percentile that all employees wages will incrementally increase to
- Co-op Supply Chain
 - NCG has suggested keeping backstock for certain items.
 - Tony's delivery for example is only coming once per week
 - Getting only 75% of the order
 - Worried about the winter time, rain, mudslides, everything comes up the canyon
 - NCG keeps checking on us; picked up a second distributor; KEHE. Their minimum is \$2000, but we are combining orders for both stores
 - Membership frustrated; pretty dire
- Breakfast with the Board (BWB) - cancel, Gia sending Marcie letter
- Staff Meetings
 - Managers - November 1st
 - Department Meetings ongoing; staff appreciate relevance

Committee Reports:

- **Board Development:**
Waiting on response from Nance and Linda, no recent meetings, TBD
- **Membership:**
Met on 9/21 discussed CAD, and BWB. Looking for more members for the committee, Melissa is going to join. TBD
- **Finance:**
Have not met since last, next nov 8
- **Policy:**
Have not met, plans for after phone call with Columinate, meeting TBD
- **Executive:**
Met Oct 19th, TBD

Closing:

Overall sentiment of the meeting was good, felt informed. Zoom streaming issues with voice - need a new microphone.

Review Decisions, Tasks, Assignments:

- Board education: [Scott Stirling](#)
- CAD Assignments Confirmed
- Staff memo from Gia - post on paylocity
- Gia will finalize the Board Policy Meeting with Columinate

Review Board Calendar:

Meeting with managers; theme based. What does the board want to know? Nova suggests growing pains.

Next BOD Meeting: November 18th, 2021 in Quincy and via Zoom; Board Meetings are held the 3rd Thursday of each month.

Summary for Employee Memo: Gia will email Marcie.

Adjourn Meeting:

Gia motioned to adjourn the meeting; Aubrey seconded. The meeting was adjourned at 7:27p.

Closed Session:

No closed session was held.

Note: The Member Services Coordinator makes approved changes to the prior meeting's minutes and forwards the final version to the board secretary and the board president. The secretary posts the final minutes in the board Dropbox, and the Member Services Coordinator posts in the store and on the QNFC web site.