

Board of Directors' Meeting Notes for May 21, 2018

Board of Directors Present: Andi Briceno, Steve Myrick, Stephanie Mood, Derek Casady, Jamie Decker, Lynn Wade, Merrin Muxlow, Sarela Bonilla and Chris Doupis.

Staff: Jim Kase and Gloria Isselhard.

Guests: Maia Pearl, Dan Pearl, Nicolas Fithen, Paul Maschel, and Phillip Gianopulos

New Business

Scholarship Winners Presentation: The winners of People's student scholarships, Nicolas Fithen and Maia Pearl, gave presentations about cooperative principles and their college plans.

Board Study - CCMA Preparation: Board members gave lists of specific workshops that they hoped Andi and Stephanie would attend while they are at the Consumer Cooperative Management Association (CCMA) conference scheduled to take place in Portland, Oregon in June.

Jamie distributed Board of Director (BOD) manuals to the new board members.

Election of Officers: Andi asked for nominations for board officers. Andi nominated Stephanie Mood for President. Vote: passed unanimously. Jamie nominated Andi Briceno for Vice President. Vote: passed unanimously. Stephanie nominated Jamie Decker for Secretary. Vote: passed unanimously. Andi nominated Steve Myrick for Treasurer. Vote: in favor – 8, abstained - 1.

Outreach and Education Committee

Stephanie nominated Andi Briceno to be chair of the Outreach and Education Committee. Vote: passed unanimously.

Jim read thank-you notes from the Cornucopia Institute and SunCoast Market Co-op for donations that they received from People's.

Stephanie reported that she and Andi conducted a workshop at the California Center for Cooperative Development Conference in San Diego in April. She circulated copies of their presentation, "Living the Co-op Principles."

Jim reported that People's was asked for a contribution of \$700 by the Ocean Beach Branch Library for cloth bags that would have both People's logo and the library's logo printed on them. The bags would then be sold to raise money at the library's book sales. No vote was taken as a motion was not made.

Stephanie suggested that the time frame for the committee's monthly meeting be reduced to accommodate scheduling the Planning Committee meeting. It was decided to continue with the present committee meeting times.

Planning Committee

Jamie nominated Stephanie for Chair of the Planning Committee. Vote: passed unanimously.

Stephanie reported that she and Andi will be attending the CCMA in Portland. She asked that everyone review the CCMA Conference 2018 website and be prepared to make suggestions for what their focus should be as the Board Study subject at the May board meeting.

Jim reported on the O.B. Garden Café's activities in April. The family dining night on

April 19 netted \$230 for the Ocean Beach Elementary Parent Teachers Association. Donation-based yoga classes are held three times a week. An extended breakfast menu is now offered, and the addition of more fresh baked goods has increased sales of bakery items.

Finance Committee

Steve reviewed the April Financials. Total revenue was down 9% for the month and down 7% year-to-date compared to April 2017. Total cost of sales was -6% for April and -5% year-to-date. Gross profit was -15% and -11% respectively.

Sales per paid labor hour was \$82.89 year-to-date compared to \$88.57 in April 2017. Labor to sales ratio was 25.26% compared to 23.87% last April and year-to-date it was 27.90% compared to 24.54% in 2017.

Electricity usage and cost were up, gas was down, and water (estimate) was also up, with a total increase of 14.45% compared to last April.

Steve made a motion that the BOD approve up to \$1,500 for the installation of a cardboard baler and service by Resource Management Group Recycling. Stephanie seconded. Vote: in favor – 7, opposed - 2. Motion passed.

Nominating Committee

Andi reported that next year's Nominating Committee members will be Stephanie, Lynn, Steve, Jamie and Derek. The committee's co-chairs are Jamie and Lynn.

General Manager's Operation Report

May of 2018 saw a similar sales differential to what has been seen so far this year, with month on month comparisons at - 7.5% and year-to-date at - 7%. During the month of May People's offered an Owner Appreciation Week with one 10% discount coupon available to each active member-owner. The calendar for owner appreciation discounts for the second half of 2018 is being reviewed to maximize value to the Co-op's ownership.

Final interviews for the position of Store Operations Manager were completed in May. After long and careful deliberation, Sarela Bonilla, People's Front End Manager, was determined to be the best fit for the current needs of the organization.

The organic cut fruit and vegetable program continues to expand its selections, including guacamole and salsa. A search is under way for an appropriate grab and go case to facilitate the program. The feasibility of offering meal kits and to-go lunches is under consideration.

Enhanced lighting in the Produce and General Merchandise Departments has been installed to make shopping easier after sundown.

Planning is also under way for increased member-owner sales, some of which will be in the form of coupons to be emailed directly to member-owners who wish to participate, as well as the introduction of a loyalty rewards program. It is the policy of Ocean Beach People's Organic Food Market not to share, sell or use member-owner emails for any purpose other than adding value to being an owner of People's.