



General Meeting Agenda

Date/Time: Thursday, April 25 (7-9 PM)

Location: [Zoom](#)

Facilitator: Brit

Note-taker: Luis

Any person attending may participate equally in discussions, but only Co-op Board members may vote on any issues.

The Co-op's 2024 calendar can be viewed [here](#).

Community Agreements

- Take space/make space - be aware of sharing space and hearing from multiple voices.
- Ask for clarity - default to curiosity. Information moves quickly and not everyone can be up to date on everything happening in every committee. Ask what has been done before assuming no one has worked on it or thought about it.
- Center cooperation - think about who is already working on certain areas before bringing something into the meeting.
- Move through defensiveness towards shared learning and responsibility.
- Open space for disagreement and multiple perspectives - we don't all have to agree all the time, we're making the best decisions we can with the information and resources we have currently.
- We operate always with a commitment to anti-racism and dismantling systemic oppression.

Welcome/Orientation 7:00-7:10 (10 min)

Welcome and introductions. Brief explanation of the purpose of the Board Meeting. Questions welcomed!

Consent Agenda (skip unless items are added)

A collective vote on decisions that have already been made or that don't generally require/solicit discussion. Attendees can pull out any item they would like more discussion on, and this item will be moved to discussion at the end of the meeting. Information on all consent agenda item votes will be circulated in advance of the meeting.

Call for New Business 7:10-7:12 (2 min)

Collective input on agenda items and new initiatives: Invitation for attending members to offer ideas, proposals, concerns, etc. Attending members wishing to share items not appearing on the call's agenda will queue up and introduce their topic. When each is finished, Board members will weigh-in and either assign the topic to the "Bike Rack" portion of the meeting or identify resources (Committee chairs, Board members, active members) to take on the issue or work alongside presenting member for exploration, research and development offline.

From August:

1. She Wolf Bakery unionization update. Unionization effort has been thwarted by owners. Call for GHFC support of union and workers' rights at large and at She Wolf.

2. Sourcing products for Israel: identifying merchandise from Israel

Discussion:

1. We continue to buy bread from She Wolf. The bread we buy from them is very popular. Union succeeded - there was a general election from staff. Contract negotiations are underway between organizers and owners. Owners are employing “stall” tactics to impede the union. Can GHFC send owners of She Wolf a message of solidarity with the organizers. On the call, we resolve to contact the union organizers directly to seek guidance on how best to support their effort. Instagram account of the organizers:
<https://www.instagram.com/shewolfunion?igsh=bWhseDI5N3M1NGFx>
2. Merchandise Committee states that historically have had a couple of Israeli items. One is currently in-stock. We have added a Palestinian olive oil. Other action items for interested members could transcend boycotts, and some engagement items could be published on the Newsletter. Merchandise may conduct a due diligence of the country of origin of all of our products.

Approve Minutes 7:12-7:15 (3 min)

Board votes whether to approve [the public minutes from the March meeting](#). These minutes will then be ready to post online.

Minutes are approved by Board members present

General Manager Update 7:15-7:25 (10 min)

1. Phoebe is in Denver at the Cooperative Leaders & Scholars Conference
2. Summer Youth Employment Program: Meeting with Bridge Street soon to discuss on boarding.
3. Freezer Update/Replacement Strategy
4. Beer License Update

Discussion:

2. Summer Youth program: several mutual benefits including filling shifts at the store
3. Freezer is running warm. This can be remediated with a manual work-around. Internal part. Repair cost is \$1200, but not guaranteed to work. Replacement cost of this freezer is \$4-6K. Potential approaches discussed by Board & staff: since the repair is not urgent (due to manual work-around), we'll try to stow away funds to fully replace the freezer. If attempts to accrue savings isn't successful, the Board will explore fundraising options, which could include 3rd parties. Theres calls out that the manual work-around puts a lot of onus on staff to keep the merchandise variety visible to shoppers so that sales aren't affected. On the call, we also resolved to obtain viability of a near term purchase (from Finance), and getting a 2nd opinion from other fridge techs.
4. Beer license has been mailed to the state liquor authority. We'd be eligible for a temporary license. License type is “off-prem”, so official alcoholic tastings at the store will need to be assessed (may not be covered).

Committee Asks and Gives 7:25-7:30 (5 min) (Committee Chairs and Liaisons)

Committees ask for help or support / others give below:

1. Board: Call for board members, ideas for promoting serving on the board

Agenda 7:30-8:45 (75 min)

1. Membership and Sales Snapshot **7:30-7:40 (10 min)** (Luis)
 - a. Membership:
 - i. Back above 300 member-owner threshold, for the first time since early 2022

- ii. Approximately 1/6th of member-owners are people who reactivated from leave at some point
- b. Sales
 - i. Early year sales are higher than they have been
 - ii. \$22.5-\$23K is the new benchmark, up from \$20K
 - iii. Theres: beer and wine sales should help, but will also require up front stocking costs
 - iv. Monday sales have been high:
 - 1. Theres: we have added a Sunday evening
- 2. (skip; not ready) Text Message Notification App Update 7:40-7:45 (5 min) (Luis)
- 3. Summer Preparations: 7:45-8:15 (30 min) (Brit)
 - a. Potential open shopping
 - i. Zoe: Script for asking non-members to contribute to a fund, etc.
 - ii. Zoe: Develop a protocol for asking people about membership at the register
 - iii. Andrew: Turnstile data is weak because many people don't register as a guest, asking people to ID at checkout would be a good idea in general
 - iv. August: idea of members flagging themselves is good
 - b. Promotional campaigns for the season?
 - c. Air conditioning/cooling measures
- 4. Committee Member Coupon 8:15-8:30 (15 min) (Brit)
 - a. Andrew: Support for tiered discount
 - b. Natalie: Depends on the logistical effort of checking eligibility, wouldn't want long lines during open shopping.
 - c. Natalie: maybe some sort of multiplier that combines hours and tenure?
 - d. Zoe: I think we might have to start simple. Want to stress that this is a time limited coupon, due to labor laws distinguishing staff. Tenure idea is interesting, maybe an anniversary coupon.
 - e. August: second the anniversary idea, recognition is great. Curious whether we have data/info on how well this would work as an incentive.
 - f. Brit: what makes sense as a threshold?
 - i. Zoe: at least three times the requirement, double seems common, but need data
 - ii. Natalie: maybe 20% of "overworked" M-Os; Could also look at it as a monthly MVP coupon / discount — ie discount coupons go to % of members monthly based on who put in the most hours that last month
 - iii. Theres: would help with Merch requirement, which has been a struggle lately.
 - iv. Andrew: 133 M-Os currently have at least 5 hours banked. 72 have over 10 hrs
 - v. Zoe: maybe there could be a cash-out of banked hours?
- 5. New Merch 8:30-8:40 (10 min)

Discussion

- 3. Open shopping flavors: month of August only, weekends only, all summer months, wait-and-see. We'll explore shopper tagging (member, non-member, PSFC) in order to learn cart size for each group by day. Cool roof initiative in order to keep in-store temps lower
- 4. Incentivizing committee chairing, which tends to require going beyond the 2.5 hr commitment. Brit asks the group: what criteria or threshold makes sense for awarding this discount. How much discount also makes sense (staff currently given a 20% coupon).

Bike Rack: Open discussion for any items attendees want to discuss. 8:40-8:45 (5 min)

Closing

Reports in writing:

- **Committee Reports** [Folder](#)
- **Membership and Finance Report**
 - [Membership Report here](#)
 - TOTAL Active Members for FEB: **331** (-2.07% since Jan)
 - Current 2 Month Trial Members: **135** (+5.47% since Jan)
 - Total New/Reactivated: **16**
 - Total Deactivated/Cancelled/ Went on GL: **10**
 - Total Members on General Leave: **586**