

**DRAFT - UKIAH NATURAL FOODS  
(A.K.A THE HOMESTEAD EXCHANGE)  
MINUTES OF THE BOARD OF DIRECTORS**

The regular meeting of the Ukiah Natural Foods Board of Directors was convened on Monday, December 20, 2021, at 5:32 PM via Teleconference through Zoom.

**BOARD DIRECTORS PRESENT:** MaryLou Leonard (President), Leo Buc (Vice President), Larry Mayfield, Steve Oliveria, Tim Dolan, and Beth Salomone

**BOARD DIRECTORS ABSENT:** Angie McChesney (Secretary), John Bailey (Treasurer)

**STAFF PRESENT:** Lori Rosenberg (General Manager)

**GUESTS:** None

President Leonard called the meeting to order at 5:32 P.M.

1. **Introductions and Check-Ins:**
2. **Brief Announcements; Confirm Agenda:**

President Leonard moved the no mask protesters up to item 4. It was also stated that VP Buc will facilitate the meeting once President Leonard leaves the meeting.

Board Member Salomone **MOVED to approve the agenda, with the proposed change presented by Presented Leonard.** Seconded by Board Member Mayfield **MOTION PASSED.**

Yes: Board Members;  
Oliveria, Mayfield, Buc, Salomone, Leonard, Dolan

3. **Consent Agenda:**

Board Administrator Ramirez stated that we will need to pull the November Finance meeting minutes and move to next month as they are not in the packet.

Board Member Mayfield **MOVED to approve the agenda with the November Finance Committee meeting minutes as they are not in the packet.** Seconded by Board Member Oliveria. **MOTION PASSED.**

Yes: Board Members;  
Oliveria, Mayfield, Bu, Salomone, Leonard, and Dolan

GM Rosenberg stated that the board will have a chance to meet and ask questions with our Auditor on February 16<sup>th</sup>, if they want to participate.

#### 4. Strategic Plan Tactics

VP Buc stated that the tactics were sent out and inquired if there are any questions. President Leonard stated that staff were amazing with this and really contributed.

President Leonard **MOVED to approve the Strategic Plan as written and presented.** Seconded by Board Member Oliveria. **MOTION PASSED.**

Yes: Board Members;  
Oliveria, Mayfield, Buc, Salomone, Leonard, and Dolan

VP Buc thank all for participating in this process from the beginning to the end, its much appreciated and it has been successful.

President Leonard Thanked VP Buc for starting this and being the point person on the Strategic Plan, it was a big project, and he took it on Thank you Leo.

#### 5. No Mask Protesters

VP Buc stated that we have had two events so far with organized group defying the mask mandate in the store and somewhere Coop members.

Board Member Salomone inquired that about the topic on sending a letter to PD maybe sending a letting with feedback on how the situation was handled. President Leonard stated that it was discussed, and that GM Rosenberg would handle it.

GM Rosenberg stated that another event happened on Saturday and then reached out to several of the city members and other community members. There was a great conversation with the Chief of Police and felt very heard by the Chief. Board Member Salomone was in the store while this last event happened with the protesters. It was not a pleasant event. The Police called GM Rosenberg and the Lieutenant gave feedback and gave some more information on what to do if this happens again and that they have changed their protocol. We also did a training with staff on what needs to happen and who is to call UPD.

VP Buc inquired if UPD would be getting there faster and then not give out citations? GM Rosenberg stated that they will not be giving out citations as they are not breaking the law if they, this is what UPD has stated. VP Buc stated that the County has an enforceable fine. There was discussion on that enforceable fine. There was also the discussion on expulsion and the Coop being able to do that to members that are involved. Board Member Salomone stated that she is in support of expelling Coop members that were involved if that's what the board wanted to do. GM Rosenberg stated that we only know of one member that was in participation and that if we take this stand then we need to do it across the board with all members when members are being inappropriate not just the mask protesters. President Leonard stated that expelling them will not prevent them from coming back and protesting and is this what they are looking for and does it create a problem for the Coop. Board Member Dolan stated that expelling them might not solve the problem and as we do take more action and then in turn so do, they. Would

we want to draft a heavily worded letter to them stating that we are thinking about expelling them? VP Buc stated that I can't see allowing not expelling them when they are willing join this type of group and that we draft and print out a letter saying that they are banned from the store and then also send to the UPD informing them of this. GM Rosenberg stated that if they destroy any of the store property then UPD would act and we could do a citizen arrest, which I don't want to do. Board Member Salomone discussed her feelings and conversation with Shannon Riley at the City. GM Rosenberg stated that we might want to seek legal counsel on what we are able to do as well. Board Member Mayfield stated that he agrees with what the board has stated. Board Member Salomone gave GM Rosenberg a name for an attorney to talk to. President Leonard inquired as to what support does the staff need.

VP Buc stated that it seems that the board are all on the same page with what has been discussed on expulsion. President Leonard stated that she would be comfortable to vote on that, but she only wants to do that if GM Rosenberg feels comfortable with that, and Board Member Dolan feels the same way. GM Rosenberg stated that she only knows one person from that group that's a member. GM Rosenberg wants to know more information on the County enforceable fine. It would also be helpful to find out the other members names who are also involved and we don't know all their names.

President Leonard stated that we should close this item for now and that we as the board should be prepared for a special board meeting if needed on these issues before the next board meeting. This will also be added to the next meeting's agenda.

#### **6. Board Self Evaluation:**

Board Member Mayfield stated that we will need to do this after a regular meeting when all board members are present and review this.

#### **7. GM Report:**

President Leonard asked if the offered \$200 to staff who get vaccinated and then have you given this to all people that have. GM Rosenberg stated that no, we are moving forward.

GM Rosenberg stated that we have finally made progress with the Solar Company and that we are hoping that this will start in January. Round-up at the register is great and over 5k of people rounded up and about \$2,400 went to an entity. Cashiers are giving out new membership info and the first week we had 22 members sign up. We will have ads on the MTA buses, this will come next year. We have hired several people from the Willits Safeway, and they are really enjoying working for the Coop and they are all assistance managers as they all have the experience. GM Rosenberg stated that she will be meeting with Scott, and they will be working on the reporting side of things.

President Leonard inquired about eh Dry Cleaner? GM Rosenberg stated that they have hired a contractor however, asbestos has been found on the floor this all that we know at this time.

If the webcart numbers are as low as they are by this time next year, we will talk about discontinuing the service, but we are still giving it a go as we were not completely up and running during the start of COVID due to having some start up issues. Board Member Salomone stated that it can be hard waiting the following day for pick up, GM Rosenberg stated that this is due to staffing and we are working on it.

#### **8. Budget Requests:**

Board Member Dolan stated that the Finance Committee would like to see training for the board and committee members on finances. Are there any more requests from the board? VP Buc stated DEI training at the board level and that we should over budget and then come in under, we could set aside \$10k. There is also aligning the 2022 budget with the Strategic Plan Tactics. There was discussion on the board and leaning more about finance, and the importance of the training and learning of it. Board Member Salomone stated that we should put money aside to work with Scott on the GM Evaluation as it needs to incorporate the Strategic Plan.

#### **9. Grant Recipient:**

Board Member Oliveria stated Amanda Archer at the Mendocino Youth Project, due to COVID they didn't use it and they would like to use it now for appliances and the ORC discussed it and are ok with them using it now and for appliances. This is a recommendation from the ORC to approved this. The board approved the recommendation by the ORC.

#### **10. Committee Reports:**

Board Member Oliveria stated that we are getting great responses from Marketing Manager Boyd and that next year we will get into Grants and Scholarships.

#### **11. Little Questions:**

GM Rosenberg stated that if all Committee Chairs could please get back to Board Administrator with minutes and items as such, as its important.

#### **12. Topics for Next Month:**

- Board Elections
- Draft Budget
- Board Responsibilities with the new Strategic Plan
- No Mask Protesters
- Board Self Evaluation
- Finance Meeting Minutes – Nov
- Strategic Plan Tactics

**13. Closing and Evaluation:**

VP Buc adjourned the meeting at 7:42 P.M.

Next Meeting **January 17th, 2022**, via Zoom

Submitted by Erica Ramirez, Board Administrator