

**FINAL - 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, September 19th, 2024, at 5:35 PM at the Ukiah Natural Foods.

BOARD DIRECTORS PRESENT: Gideon Burdick (President), Tim Dolan (Treasurer), Larry Mayfield, Christine Rodrigues (Secretary), Ky Mayers, Steve Turner, Thomas Chandler

BOARD DIRECTORS ABSENT: Steven Groff, Angie McChesney (Vice President)

STAFF PRESENT: Lori Rosenberg (General Manager), Anne Wright (Accounting Manager)

President Burdick called the meeting to order at 5:35 P.M.

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

Board Member Turner **MOVED to approve the agenda.** Seconded by Board Member Mayfield.
MOTION PASSED.

Yes: Board Members;
 Burdick, Rodrigues, Turner, Mayers, Dolan, Chandler and Mayfield

3. **Consent Agenda:**

President Burdick stated that this will be tabled until the next meeting.

4. **GM Report:**

GM Rosenberg stated that the new bagel program rollout has been well received during the soft opening, we are also looking at expanding the lunch options as we do get a big lunch crowd. GM Rosenberg stated that she will travel to Minnesota for a Conference on the 24th. The Coop won 3rd place at the Chili Cook-Off, and the Coop has also signed up for Pumpkinfest. October 15th is National Coop Month. We have giveaways for new memberships. Turkey prices have gone up again this year. We will be selling them at last year's prices. We have a new CX customer experience program, we won't get data until after the first 30 days. This is a program where customers can give positive feedback to staff, customers are randomly selected, and then after completing the survey, they will get a \$5 off coupon for a \$25.00 sale. We have also received a good response from the employee survey 63 people responded. The team is working on bids for getting the solar panels cleaned as it has been affecting production when they are dirty.

5. **Committee Reports:**

Owner Relations - Board Member Myers stated that Marketing Manager Nelson gave a great marketing report. A reminder was also given that the committee wants the board to submit an article for each Beet that goes out. The committee also updated its goal statements.

Board Development - Board Secretary Rodrigues reported that the committee is working on the board application packet. President Burdick stated that he would like to see the question about Coop principles.

Finance Committee - Treasurer Dolan gave an overview of the Finance Committee report. Treasurer Dolan discussed the budget and how the next couple of years might be a little hard. There was also a discussion on doing a financial review this year rather than an audit for 2024. This will be a continued discussion at the next finance committee meeting.

There was a discussion on the budget being in the red. Accounting Manager Wright stated that labor is what got us this over \$200k increase, we are also looking at this for next year as well if the California minimum wage initiative passes which will make the minimum wage go to \$18 per hour. To pay people more money, we would have to cut hours a week which is about five to six staff and then we would also need to increase productivity. If we don't make those cuts we could lose \$400k next year, which is way too high for comfort. Medical insurance rates are going up and we will have to charge employees more for their health insurance.

There was a lengthy discussion on solutions and how each would impact the Coop.

GMEC - No update/Report given.

Strategic Planning - No Report

Farmer Loan - No Report

Executive Search - President Burdick stated that there is a draft job description and that the committee will be meeting with Melanie again here soon. There was also discussion on relocation budget, and transition/overlap budget as well.

6. Topics for Next Month:

- Strategic Planning
- Executive Search

7. Closing and Evaluation:

President Burdick adjourned the meeting at 6:35 P.M.

The next Meeting is on **October 22, 2024**, via Zoom

Submitted by Erica Ramirez, Board Administrator