

Chequamegon Food Co-op Board of Directors Meeting

January 18th, 2022- 5pm Zoom meeting

BOD Present: Laura Nagro '22 (Chair), Mick Parent '23 (Vice Chair) Karly Schultz '23 (Secretary), Cynthia Dallzel '24, John Adams '23, Sarah Adams '22, Gary Sherman '24

BOD Absent: Karly Schultz

GM Present: Kiersten Galazen

Minutes: Sara Beadle

Meeting called to order at 5:02 pm by Laura Nagro Chair

Preliminaries

Consent Agenda: passed by consent.

- o Agenda Review
- o Last month's minutes – November & December
- o Committee Reports

GM monthly report - December

1. **Membership** – Another great list, interestingly not as high as last year.
2. **Financials** – We base the December budget against two years ago December, so it's always a little funky. We had \$20,000 more sales than last year December. Personnel was higher than budgeted. Customer count was all over the board but in general we saw a lower basket size and higher customer count. 2021 profited just around \$446,000 vs a budgeted \$220,000. Numbers thus far are un-audited, so they will change slightly.
3. **Department updates-** Inventory was higher than last quarter and last year. Our margin came in higher than budgeted; not entirely sure what's up with that, but it's ok since it is the right direction to be in.
4. **Staffing/personnel** – Hired Emily M. who is the first highschooler we've hired in a while, so hopefully she'll stay for a while. Hired Levi for the deli. Dar was hired and trained in as deli manager. Christel promoted and trained in as wellness manager. The store had a going away party for Julie and Sharon's retirement. Officially raised the starting wage to \$11/hr. and added wage strengthening to just about everybody's wage. Getting some additional people through a food safety course, including Sarah J.
5. **Infrastructure-** The deli hood is fixed as of yesterday. POS upgrade got re-scheduled for late February
6. **Marketing** – Most classes sold out, or we're highly attended.
7. **COVID considerations** –
8. **Other-** Gave Sarah A. a store tour. Keeping our ears out for Ashwabay day for employees. Produce double is going well since starting this January. We're seeing more people in the store, and people we've never seen before. EBT sales are up.

9. Education – There will be all sorts of NCG educational opportunities. Paula who we all talked to last week is starting a quarterly call for front end managers. I was talking to other GM's last week and some of them are doing quite rough. So, feeling good we're not in their shoes.

GM Monitoring B: Global Constraint

Kiersten reports out of compliance because of the issue with schedule Bs not being submitted properly. That issue has been resolved, and Kiersten has notes on how to send them correctly.

Looking Ahead – B1: Financial Condition

Mick motions to approve the B report, Gary seconds, all in favor, motion carries.

CFC Board Monitoring with Review from the Policy Committee

C: Global Governance - nothing to discuss

D: Global BOD Management - nothing to discuss

A - We looked at the ends, which we thought was this month, but is next month. We discussed a more forward-thinking approach. We would like to open a discussion which is the last item on the agenda.

Board Review or Decisions:

By-Laws for Unclaimed Patronage

How can we donate the leftover patronage? It needs to be a bylaw change so that it is a condition of membership. It will need to be taken to the membership - the easiest way to get it to the membership is through the grapevine which needs to be finalized by the end of January. What about donating patronage under \$5? Kiersten would recommend a \$3 cut off. This will need to be approved at the April Annual Meeting. **Laura and John will write a short blurb on this for the grapevine.**

Suggestion that the leftover patronage could go to a grant to fund local producer's projects. Decision does not need to be made today – let's leave bylaw open enough to have sway in where the money goes.

- **Board Election in April – (2 seats – Laura/Sarah)**
 - **Annual Meeting Committee**
 - **Volunteers - John, Laura, Karly nominated**
 - **Annual Meeting Date - April 16th @ 5:30**
- **GM Evaluation Committee**
 - **Last Year – Mick/Karly/Gary**
 - **Volunteers - Cynthia, Laura, Gary, Mick**
 - **Review Process**

Ongoing or Next Month Prep/Reminders

- Board Candidate Recruiting for Next Year
 - **Continue Recruiting – Deadline January 25th**
- Long-Term Planning

Board Discussion on Ends Statement

- What does it mean?
- Does it need more detail or targeting?
- Do we want to do a team process with GM/staff?
- Would like education and facilitation?

As mentioned earlier, the policy is fine, it just needs to be a more directive statement. Let's look a little outside the box, have more forward thinking, and be collaborative with our community and other co-ops. "Individuals, producers, co-ops, and others".

Make the opening statement more specific? It's about as broad as it can get right now. We need to give Kiersten direction. Kiersten would like vague, but not too vague. Kiersten mentions that at the management team looked at the statement and decided it was quite passive, could read like a normal sentence, should be more active, and could be more about the co-op being a model in the community - not just providing access.

More specific towards food? For example, food economy, not just the local economy in general - we're not helping the timber industry.

Kiersten would like more direction toward environmentalism and sustainability. How are we being an example of sustainability? Can we also get this written into a paragraph?

Goal for 20% of purchases to be 2020? Where are we at? Should we that have been in the ends? We are striving towards it - it's specific, but why not? Census is too specific - what happens if we get to 20%? We're done? No, we lift the bar.

Discussion on food, economy, general vision, shortening language etc. Landing on the following as the revised Ends Statement:

The Chequamegon Food Co-op exists to enhance our community's quality of life.

We strive to:

- Provide access to healthy, organic, and locally produced goods.
- Provide a foundation for a thriving local food economy.
- Provide education about choices that impact the local economy, personal wellness, and the environment.
- Encourage the pursuit of deeper outreach and strategic alliances with individuals, producers, co-ops, and other local groups.

Kiersten agrees that this version is better, more direct, and more action oriented. Kiersten will be able to work form this for the 5-year plan.

Let's finalize this new draft and vote on it next time.

Gary motions to adjourn, Mick seconds. All in favor to adjourn the meeting. Meeting adjourns at 6:18 pm