

Chequamegon Food Co-op Board of Directors Meeting

11/18/25

BOD Present: Sarah Adams '28 (President), Colleen Beagan '27 (Vice President), Bruce Moore '26 (Secretary/Treasurer), Anthony Pavkovich '27, Amber Wilson '26, Phil Kraus '28

BOD Absent: Silas Westbrooks '27

GM Present: Kiersten Galazan

Liaison: Jennifer Maveety

Meeting called to order at 5:01pm by Sarah Adams.

Owner Comments: No comments

Consent Agenda

- **Agenda review:** No comments
- **Last month's minutes:** No comments
- **Committee Notes:** No comments

Bruce motions to accept the consent agenda. Anthony seconds. All in favor.

Education Discussion - Hermit Creek Farm (Steven and Landis):

- History: Hermit Creek Farm has been around for roughly 35 years in the Chequamegon Bay area. First sale was to the CFC in the old building in 1994.
- 160 acre farm in Highbridge. Certified organic, specializing in vegetables but they also raise hogs and lamb. Heated greenhouse and about 12 acres of vegetables each year and 8-10 acres of covered crops in rotation.
- One of the first CSA's in northern Wisconsin. The CSA is from June - March.
- Three part-time year-round employees from Mexico using the H2A program.
- The CFC has done a lot for local farms, including the chip-up program.
- Conversation about local farmers and the CFC's relationship - how important is it to the Board and how to continue fostering that relationship? What are the actionable items?
 - The policy the CFC has of buying local food has been important, as compared to other stores who don't focus on that.

- Sales for the farm in Ashland and Duluth have remained largely stagnant for about a decade. This could also be due to more people eating out.
- What are the barriers for Owners?
- Providing storage for farmers at the CFC comes with some challenges - purchasing, managing, shrink, movement of product, etc.
- Marketing for the CFC is important - why local/organic food is important. And what good comes from buying local and at the CFC. An idea: spend \$1 a day on local food and see how much is garnered in a year for local farms.
- Some barriers for local farms: land, equity, risk, not enough young farmers, demand from local stores/purchasers, initial investment, etc.
- No current coalition of local farmers here. UW Extension has been doing a little bit.
- Campaign to showcase local foods in the CFC?
- Mini-campaign at the school?
- Focusing heavily on education with an emphasis on local foods. Could be incorporated into the 50th Anniversary party.
- *Will talk more at the retreat about all of this!*

50th Anniversary Committee Update:

- Meeting again tomorrow at 5pm
- The committee minutes (in-depth explanations) are in the November BOD packet

Annual Retreat:

- Sarah talked to AADC and we can use their room for free on a Sunday.
- January 11th from 9-4
- We need to double check with Molly about this date.
- Deli pre-made food or walk to the CFC to eat here.

BOD 2026 Budget:

- The draft is still in the Drive/Workspace
- Should be reviewed outside of this meeting and suggestions given/discussed before the meeting in December.
- Budget will be passed in December
- The budget can not be approved until more discussion has happened and everyone agrees on the numbers.

Board Monitoring - D3 Delegation: No discussion or revisions.

GM Monthly Report:

- Slight increase in new Owners in October. Kiersten comments that it's very important to hold onto established Owners as well as getting new ones.
- October was a bit under budget
- SNAP is about 3% of sales.
- Bicycle benefits was a tax-free benefit and in 2017 it changed (however it did not change with the CFC's finances), so Payroll Restoration will be utilized to fix this.
- Maybe going to numbers that are more "nickel-friendly" with the penny being discontinued.

GM Monitoring

- **B3 Asset Condition:**
 - Silas brought up the dates at the end are incorrect so Kiersten updated it and put the new copy on the Drive
 - A few parts are out of compliance due to the cyber theft issue earlier in the year (this issue was addressed thoroughly).
 - Reporting compliance besides this issue.

Amber motions to approve. Anthony seconds. All in favor.

Next Month's Items:

- Holiday bagging: BOD welcome to come and meet with Owners or help pack groceries over the next week before Thanksgiving. Same offering for the few days before Christmas.
- Board recruitment: 2 seats up for '26. To be a candidate, those people should have all their information in by mid-January to be put into the Spring Grapevine. It will be posted in the Sunflower as well so the community is aware.
- Potluck: Sarah wondered if we wanted to do a potluck for the December meeting. Everyone's game. Amber will be bringing her delicious bread.
- Keep "budget" and "retreat" on next month's agenda. Might need to add the next education module discussion (if applicable).

Anthony motions to adjourn at 6:24pm. Phil seconds. All in favor.