

Chequamegon Food Co-op Board of Directors Meeting

Oct. 17th, 2023- 5pm via Zoom and in-person

BOD Present: Sarah Adams '25 (Secretary) via Zoom, Kaylie Lukas '26, Colleen Beagan '24, Dustin Thompson '25, Cynthia Dalzell '25

BOD Absent: Bruce Moore '26, Mick Parent '26

GM Present: Kiersten Galazen

Liaison: John Adams

Meeting called to order at 5:05 pm by Cynthia Dalzell

Consent Agenda: passed by consent.

- o Agenda Review -
- o Last month's minutes -

Co-op Members Open Forum - none attended. John talked about the Whole Foods Co-op meeting in Duluth. Whole Foods Co-op awards chip funds to farms and non-profits. Half to farms as grants, half to rotating non-profits. Will upload info to Board Drive.

Budget timing - Kiersten is testing beta versions for cash flow reports etc. and budgeting. KG asked for any Board Budget requests such as for summer picnic and Annual Meeting. \$120,000 in member loans due in Dec. \$590,000 left at FCI due March, 2026, \$280,000 with Northern State 4.5% Feb. 25.

Board Retreat - Molly from Columinate asked for Board vote on her in person attendance. KG could possibly invite Paula from NCG. 9 AM start at the Sand Bar. Sarah motioned to invite Molly, Dustin seconded. Unanimous approval. Rescheduled November board meeting to November 28th. Colleen motioned Kaylie seconded. Unanimous approval.

Board Purpose - Cynthia said Mick's intention for this discussion is a good topic for the retreat and all should prepare to discuss that. What are directors' goals for being on the Board?

Policy Committee

Kaylie and Bruce - created a folder on Drive. B1 - Financial Condition - Bruce asked for word change adding that an out of compliance finding lacks a GM roadmap for coming into compliance requirement. Board discussed placing language into D2 - GM Performance - fits better there possibly and revisit. C8 - no changes. B3 - asset protection - no changes. D1 - Unity of Control - Reworded by Bruce. B6 - no changes. Possibly require attending one class requirement to BOD membership.

GM Monitoring B6 Staff- wage strengthening is ongoing and KG is striving for starting wage at \$15/hr. Sarah asked about manager wage level and if there is a plan. KG said they rise corresponding to starting wage. Sarah said the focus should be on mid-level strengthening for people putting roots down in

Ashland. KG mentioned sabbatical idea for managers. Kaylie motioned, Dustin seconded. Unanimous approval of B6.

Board Monitoring D1 – Delegation to GM - Mick and KG meet now and then and as long as he makes decisions with the Board before directing KG, D1 is being followed.

GM monthly report – September was both under budget and under sales from last year but over budgeted profit. Credit card fee reduction helps still. Customer count was good but basket size was smaller. Membership number was flat. Completed inventory. Staffing-up is still in the works in the Deli and Cleaner positions. Opening in POS position. Retirement benefits class was well attended by staff. KG attended the NCG Fall Manager meeting and this week will be at a training. Staff Party - fun but limited attendance. PDD - is on the blocks. GUSNIP grant was not awarded to Hunger Task Force, our funder. We held a knife safety class by Lars. We have had some worker comps due to knife injuries in Deli. Active shooter training class coming up.

Colleen motioned and Kaylie seconded meeting ended at 6:30.