

Chequamegon Food Co-op Board of Directors Meeting

6/17/25

BOD Present: Sarah Adams '25 (President), Silas Westbrooks '27, Colleen Beagan '27 (Vice President), Anthony Pavkovich '27, Phil Kraus '25

BOD Absent: Bruce Moore '26 (Secretary/Treasurer)

GM Present: Kiersten Galazen

Liaison: Jennifer Maveety

Meeting called to order at 5:00 by Sarah Adams

Consent Agenda

- **Agenda review:** No comments
- **Last month's minutes:** No comments
- **Kids' Day Volunteers:** Each year the co-op sponsors a "Kids' Day". This year's is Saturday, July 5th. Contact John directly to volunteer. He is hoping for at least one person from 9am-noon. Phil and/or Sarah may be available.

Education Discussion (101C - Grocery Basics for Directors): Phil comments about the variety of stores in the area, but looking at the national scale of things was eye opening. A lot is owned by Walmart and Costco. Anthony comments on how a store built in the community does not "skim" the same. Sarah feels it's a reminder of why we're here and that it puts more into perspective. She also brings up how in the Reagan era, the "monopoly" law was not enforced and how clearly this decision was within grocery stores. Silas mentions how "organic" at larger stores does not mean there is local food there. A discussion about price differences at big stores and smaller stores is had—it is very complex how different the structures are.

CCMA Reports: Sarah, Silas, and Kiersten did various tours and events. Sarah felt everything was very high quality. Silas agrees it was a very nice event and a lot was learned. He talks about how population was a huge factor in different co-op's viability. He also attended a meeting about a co-op that expanded to another location in Vermont and they are still not in a net profit (3 years in). Silas thinks the CFC is in a good place right now. BOD agrees that future conferences would be great to attend.

Molly Call Update: Conversation was on June 5th. Discussion about recruiting candidates for the vacant position and Molly mentioned doing an assessment for skills the BOD already has and to look for what might be missing—in other candidates. A brief discussion about the 50th Anniversary party.

Building Use Committee Update: No meeting this time, but Kiersten stated in her report that they had an assessment from North Star and are expecting results in the next few weeks. He found some lead and asbestos. He did not find anything major. The committee is still seeking members to join, especially anyone with construction experience or knowledge.

Sustainability Committee Update: No meeting this time, but Colleen mentions that there may need to be a discussion about future plans for this committee since Kaylie left. BOD will think on this and discuss if this committee should be suspended for the time being. Possibly more energy should be put into the 50th Anniversary Committee.

50th Anniversary Update: Meeting tomorrow. Going through boxes from the basement to see if there's anything worth using for the celebration. Kiersten shares that her management team feels the cookbook should be redone and are willing to put energy into this revival.

Board Monitoring

- **C5 Code of Conduct:** All BOD agree that C5 is in compliance.

Director Appointment - '26 Amber Wilson: Amber shares that she is from the area and always shops at this co-op. She is in real estate and has run her own businesses. She feels very passionate about food equalling health. She wants to be active in the community.

GM Monthly Report: Kiersten reports a good amount of new owners added this last month. She says in May the CFC ran at a profit. The produce reset didn't go as planned so the "2.0" version will be done at the end of June, hopefully. Center store reset pieces are just starting to come in so Kiersten is estimating mid to late July for this to be completed. UNFI got cyber hacked and shut

down so there may be some delays. Colleen asks if the phishing emails have been sent out to CFC staff yet and Kiersten says yes. Kiersten now meets quarterly for training and information on cybersecurity. Co-op getting very busy now, as it does every summer between Memorial Day and Labor Day.

GM Monitoring

- B1 Financial Condition:

- Kiersten says that the CFC sends information to a company that maps what is sent and is hearing that the data is kind of messy right now. For example, all discounts come out of sales rather than another category. She estimates there will probably be a year of funky data, but hopefully it will improve and CFC will keep providing what they have.
- Kiersten says that if the BOD would like to have a smaller report in the future, Kiersten could include less. Colleen says she likes the graphs since it's a visual component. Anthony asks if future reports could be in color. Kiersten will continue doing the reports as normal since everyone enjoys the data and information.
- Kiersten says that other than having a rather unfavorable first quarter, things are looking pretty good.
- Sarah motions to approve B1 report in compliance. Phil seconds. All in favor.

Next Month Items: Sarah says she provided the committee reports, but Colleen thinks the Sustainability Committee report should be removed for now until possibly the fall. This item will be included in next month's agenda so a vote can be had on pausing this committee. Colleen is going to check the charter and see if there is any information on how to go about this suspension. Kiersten asks that everyone read the minutes when they are sent out to check for any missing items or nuanced differences.

Closed Session - Director Appointment