

**Oneota Community Co-op
Minutes for Regular Board Meeting**

February 22, 2022

5:30 PM

Virtual via Zoom

Board Members Present: Scott Timm, Hannah Breckbill, Detra Dettmann, Bill Iverson, Scott Hawthorn, Andy Sassaman arrived at 6:06 during Board Learning

Board Members Absent: Michelle Barness

GM Present: Nate Furler

Co-op Staff : Nikki Sanness

Member/Owners Present: Jeanine Scheffert (Bd Admin Asst)

Others Present: Julie Robison, Aimee Viniard-Weideman, ISU Strategic Planning (for Board Learning only)

1. Call to Order

Timm called the meeting to order at 5:34 p.m.

2. Board Learning – Continued Strategic Planning

Aimee Viniard-Weideman and Julie Robison from ISU continued strategic planning activities. Board discussed vision, current barriers, and strategic directions. For each strategic direction participants looked at the current reality, how to define success, and what we'd need to do in the first year in order to get there. Strategic directions include reviving an engaged membership, improving co-op resiliency, building an engaged and informed board, and contributing to a fulfilling and engaging workplace.

3. Member Comments

None

4. Disposition of Member Comments

Not applicable

5. Agenda Approval

Motion by Sassaman to approve the agenda. Second by Breckbill. All ayes, motion carried.

6. Consent Agenda

None

7. Minutes Review and Approval

Motion by Hawthorn to approve the January 2022 Executive Session Minutes. Second by Breckbill. All ayes, motion carried.

Motion by Hawthorn to approve the January 2022 Regular Meeting Minutes. Second by Iverson. All ayes, motion carried.

8. Policy Monitoring

8.1 D: Global Governance - Management Connection

Motion by Dettmann to approve D: Global Governance - Management Connection. Second by Hawthorn. All ayes, motion carried. Edit: Iverson spelled incorrectly in this report. It will be edited.

8.2 L9: GM Succession

Tabled until March.

8.3 L5: Financial Conditions (Quarterly Report, End of Year Financials).

Furler reported the Co-op did really well - better than expected. PPP funds helped with the end-of-year totals, although we would have had a profit above budget even without them. Furler reported compliance on all aspects.

9. Other Reports

9.1 GM Report

Sales always dip in January and February. Sales per labor hour still looks good, but this is still in large part due to being understaffed. Furler reported they are still offering salaried staff overtime because of the considerable amount of time they are putting in. Continue to have trouble finding people for full time positions but will be making wage increases in the hopes of attracting more applicants. This looks easier to us now that we are used to paying overtime to salaried staff. Betsy Pierce officially worked her last day after nearly 30 years. She will be missed. The Co-op will be postponing the owner drive until October and will likely do a drive twice a year starting next year.

9.2 Board Member Linkage Committee presents plan for year

Tabled

9.3 Election reminders

Election held March 1 - April 1. Anyone with a mailing address gets a printed letter. Anyone with an email address gets emailed. The letter will include an ID and password to enter Simply Voting.

9.4 Audit/Financial Review Update

Financial Review documents were provided to the board. Everything looked good with no concerns.

10. Other Board Business

None

11. March Meeting - March 22, 5:30 p.m. via Zoom

11.1 Policy Monitoring

- G7: Board President's Role - Timm
- G8: Vice President's Role - Hawthorn
- G9: Treasurer's Role - Barness
- G10: Secretary's Role - Dettmann
- E1: Ends – GM
- L9: GM Succession - GM

11.2 Other Business

- Annual Meeting Agenda
- Member-Board Linkage Committee decide what to say at Annual Meeting with President
- Financial Statement (Q4 and End of Year)
- Reminder Election Ballots Counted (April 2-4)

12. Executive Session

None

13. Board Mtg. Self Evaluation

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14. Adjourn

Motion by Hawthorn to adjourn meeting. Second by Sassaman. All ayes, motion carried.
Meeting adjourned at 7:08 pm.