

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

March 22, 2022

5:30 PM

Virtual via Zoom

Board Members Present: Scott Timm, Hannah Breckbill until 10.1, Detra Dettmann, Bill Iverson, Michelle Barness, Scott Hawthorn

Board Members Absent: Andy Sassaman, Hannah Breckbill left during 10.1

GM Present: Nate Furler

Co-op Staff : Niki 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 5:32 p.m.

2. Board Learning – Continued Strategic Planning

Julie Robison from ISU reviewed the board's strategic directions, including reviving an engaged membership, improving co-op resiliency, building an engaged and informed board, and contributing to a fulfilling and engaging workplace. Aimee Viniard-Weideman led the board in further discussion regarding the vision statement and action planning for building an engaged and informed board.

3. Member Comments

None

4. Disposition of Member Comments

Not applicable

5. Agenda Approval

Motion by Iverson to amend the agenda. Seconded by Barness. All ayes, motion carried.

Amendments:

Add Executive Session

Remove 9.6

6. Consent Agenda

Motion by Dettmann to amend the agenda. Seconded by Hawthorn. All ayes, motion carried

7. Minutes Review and Approval

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

8. Policy Monitoring

8.1 E1: Ends

Motion by Hawthorn to table E1: Ends. Second by Barness. All ayes, motion carried.

9. Other Board Business

9.1 GM Report

Through the month of February, we were very close to budget. Checking and savings are holding steady. Labor as a percent of sales is still really good. Managers still eligible for overtime and are keeping us afloat while still short-staffed. Deeply thankful for each and every manager and the sacrifices they are making. Full time entry level wage has been increased and especially in need of assistant managers. We are stretching our creativity to work with high school and college students' schedules. Customers are still experiencing a clean, well-stocked, and functioning store; we are operating as close to normal as possible.

Not be organizing an Earth Day celebration this year, we don't have the staffing for it. A few other organizations will be putting something together and the co-op will support as we are able.

Volunteer program will launch soon.

Furler will be required by NCG to attend the spring meeting April 26-28. Attendance required unless special exception granted by NCG. It is critical for Furler to attend, but we are extremely short staffed, so it will be a challenge.

We have had 500 people vote in our current uncontested election.

9.2 L9: GM Succession

Survey goes out to Brauer, primary successor, and Sanness, secondary successor. They take the survey and get ratings. Everything came through as compliant with an overall rating of 4.56. Furler feels confident in both Brauer and Sanness's abilities.

Motion by Barness to approve L9: GM Succession. Second by Hawthorn. All ayes, motion carried.

9.3 Annual Meeting Agenda

Annual board meeting will be Tuesday, April 19, 6:00 p.m.

9.4 Reminder Upcoming Count of Election Ballots (April 2-4)

9.5 Reminder for Secretary to create email accounts for newly elected board members

10. New Business

10.1 Member Email

Board discussed an email from a member

11. April Meeting - April 26, 5:30 p.m.

11.1 Policy Monitoring

- Global Governance Commitment - Barness
- L5: Financial Condition (Quarterly Report) - GM
- E1: Ends (Tabled from March) - GM

11.2 Other Business

- Recognition of outgoing board members
- Retiring board members transfer binders to incoming members
- Start of new board members
- Annual signing of Code of Conduct and Ethics
- Board Officers Elections - Hawthorn
- Treasurer Quarterly Report - Barness
- Schedule new board member training
- Advise management to update board member discounts - GM
- Funds for seedling purchases for staff
- Set date and location for May retreat

11. Executive Session

Motion by Hawthorn to move to executive session. Second by Barness. All ayes, motion carried. Board entered executive session at 8:02 p.m.

12. Board Mtg. Self Evaluation

www.surveymonkey.com

13. Adjourn

Motion by Hawthorn to adjourn meeting. Second by Barness. All ayes, motion carried. Meeting adjourned at 8:45 pm.