

**Oneota Community Co-op**  
**Minutes for Regular Board Meeting**  
Tuesday, August 23, 2022  
6:30 PM  
First Lutheran Church, Decorah

**Board Members Present:** Scott Timm, Hannah Breckbill, Detra Dettmann, Bill Iverson, Scott Hawthorn, Bailey Lutz

**Board Members Absent:** Aaron Detter

**GM Present:** Nate Furler

**Co-op Staff :**

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

**1. Call to Order**

Timm called the meeting to order at 6:35 p.m.

**2. Board Learning – Policy review framework**

Board discussed how to frame the policy reports done each month. Each meeting, board will look up the policy monitoring reports due for the next month's meeting, discuss what to expect and what questions we have. Then person doing the report will pay attention to what works and what doesn't about the report. At the meeting the report is made, the person reporting also brings up any proposed changes in the report or reporting process. Board will discuss changes during Board Learning. Furler will also meet with the board to learn more about policies and use this same framework with his reports.

**3. Member Comments**

None

**4. Disposition of Member Comments**

Not applicable

**5. Agenda Review and Approval**

**Motion by Breckbill to approve agenda with the amendment of adding 9.4 Staff Appreciation.** Second by Lutz. All ayes, motion carried.

**6. Consent Agenda- none**

**7. Minutes Review and Approval**

**Motion by Dettmann to approve July meeting minutes.** Second by Iverson. All ayes, motion carried.

**8. Policy Monitoring**

**8.1 G5: Board Committee Principles (Board report)**

**Motion by Hawthorn to approve Committee Principles report.** Second by Breckbill. All ayes, motion carried.

**8.2 Ends (GM report)**

Ends is a report where the GM interprets the Ends and uses data to help lead the co-op's vision and direction along with the board. As a first-year GM, Furler is focusing on

the interpretation of each End this year and looking to decide what data points he'll use for future years. This is a living document that will be tweaked each year, and throughout the year. One of the Ends that Furler and Board are most excited about includes increasing capacity of local foods. **Motion by Lutz to approve Ends report.** Second by Dettmann. All ayes, motion carried.

## **9. Other Board Business**

### **9.1 GM Report**

Sales are slightly under budget, but year-over-year still at 1.6% growth. Cash levels good and doing well with labor. Working on getting more positions filled. Co-op is instituting a new Covid-leave policy offering additional PTO for anyone exposed at work. Furler will be educating himself about property lines and receiving legal counsel to determine anything the Co-op needs to know in anticipation of a proposed neighboring apartment complex.

### **9.2 Board set dates for Board Election Process**

Board will publish a blog post announcing dates for the board election process

### **9.3 Announce upcoming board elections and call for candidates**

Hawthorn and Breckbill are up for reelection. Timm will supervise the digital election.

### **9.4 Staff appreciation**

**Motion by Iverson to approve \$5610 towards a staff appreciation event held at Luna Valley.** Second by Hawthorn. All ayes, motion carried. Breckbill will serve as MC at the staff appreciation event which will be held in September at Luna Valley, in place of the month's member-owner potluck.

## **10. New Business**

### **10.1 Committee Check-ins**

No reports

## **11. September Meeting - Tuesday, September 27, 6:30 p.m.**

### **11.1 Policy Monitoring**

- L2: Staff Treatment – GM
- L3: Compensation & Benefits - GM

### **11.2 Other Business**

- Board appoints ad hoc Board Nomination Committee
- Board member recruitment publicity

## **12. Executive Session**

None

## **13. Adjourn**

**Motion by Breckbill to adjourn meeting.** Second by Iverson. All ayes, motion carried. Meeting adjourned at 8:39 pm.