

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

September 27, 2022

6:30 PM

First Lutheran Church Fireside Room

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

Board Members Absent:

GM Present: Nate Furler

Co-op Staff : Nikki Sanness

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

1. Call to Order

Timm called the meeting to order at 6:32 p.m.

2. Board Learning

Board discussed the G6 board report which focuses on board budget. Board budget categories include board development, board administrative assistant, member linkage, and board insurance. When Board reports on this in October we will ask whether the interpretation is reasonable and if there is data to support it.

3. Member Comments

None

4. Disposition of Member Comments

No member comments

5. Agenda Approval

Motion by Dettmann to approve the agenda. Second by Hawthorn. All ayes, motion carried. Board decided that from here forward the agenda approval will be #2 in the meeting, before board learning.

6. Consent Agenda

None

7. Minutes Review and Approval

Motion by Lutz to approve the August 2022 Minutes. Second by Breckbill. All ayes, motion carried.

8. Policy Monitoring

None

9. Other Board Business

9.1 GM Report

Furler reported we are experiencing average sales growth within our co-op compared to other NCG co-ops. Labor has dipped with staff going back to school; overall labor is good. The Fall Frolic staff appreciation event at Luna Valley went well with 150 adults and 39 children. Staffing level is okay but still have key positions to fill. There is a revised Code of Conduct that is more in-depth and great for accountability. There has been a center-store reset, which helps people see new products they may not have seen before. Furler recently went to the NCG fall meeting which was a great networking and brainstorming opportunity, and a great way to learn about what NCG is working on.

9.2 Board appoints ad hoc Board Nomination Committee

Hawthorn will create packets and oversee the election procedures, but because Hawthorn is running again, Iverson will be chair of the election. Timm and Furler will serve on the committee. This committee will be charged with reaching out to potential new board members. Board will reach out to member owners to create ad-hoc committee.

In the future, Board will discuss the possibility of Board compensation. The current policy states that board members cannot be compensated past what member-owners are compensated. This may be up for discussion in the future, to honor the time and skills we are looking for.

9.3 Board member recruitment publicity

Co-op will publish a blog once have the dates and add a call for candidates on the store screens. Must be a co-op member to serve on the board. When someone wants to apply they talk to the sub-committee. The sub-committee recommends them to the board and the board certifies the nomination. Any member can run by gaining signatures without a board recommendation.

10. New Business

10.1 Board member skills/talents framework

Step 1 is identifying skills we need for an ideal board. Step 2 is identifying skills we already have on the board. Step 3 is identifying gaps we need to fill. Dettmann will send form to board members via email to begin Step 1.

10.2 Board member election - policy changes needed to be fully digital

Tabled until next meeting.

11. October Meeting - October 25, 5:30 pm, First Lutheran Church Fireside Room

11.1 Policy Monitoring

- L2: Staff Treatment - GM
- L3: Compensation & Benefits - GM
- G6: Governance Investment - Dettmer
- L5: Financial Conditions (Quarterly Report) - GM

- GM Self-Evaluation due - GM

11.2 Other Business

- Treasurer Quarterly Report (through September) - Iverson
- Nominations Report - Hawthorn
- Executive Session - verbal GM evaluation
- Holiday Gifts for Staff - Board

12. Executive Session - Parking Lot and HR-related discussion

Motion by Detter to adjourn and enter executive session. Second by Hawthorn. All ayes, motion carried. Executive Session began at 8:28 p.m.

13. Adjourn

Motion by Iverson to adjourn meeting. Second by Detter. All ayes, motion carried. Meeting adjourned at 9:35 pm.