

Oneota Community Co-op
Minutes for Regular Board Meeting
November 19, 2024
5:30 PM

Board Members Present: Bee Lutz, Brennan Allsworth, Bill Iverson, Hannah Breckbill, Nathan Dietzenbach, Piper Wood, Carl Peterson

Board Members Absent:

GM Present: Nate Furler

Co-op Staff:

Member/Owners Present: Liz Happ, Steph Hughes

Wood Called the meeting to order at 5:37.

Agenda approved by Breckbill, seconded by Allsworth, all ayes.

We discussed what kind of training we would like to schedule. We reviewed the skills matrix to analyze which gaps we would like to fill. Allsworth would like to take financial classes. Columinate does not have any financial classes currently scheduled, but Nate will keep an eye out. We would like to explore other training offerings outside Columinate as well. Maybe Niki could show us some more in-depth reports, explain their thinking when analyzing reports. NGC has Co-op-U for new hires, managers, etc. Niki could do financial training in March and as part of on-boarding in April/May.

G3. Agenda Planning

Allsworth was curious about G3.2.2. Dietzenbach wanted clarification on the first section of the italicized section. Discussion clarified that it applies to the annual agenda.

Lutz would like to make better use of the consent agenda. We can experiment with adding policy monitoring and GM report in consent agenda.

L6. Budgeting/Financial Planning

Lutz asked how projections are checked. Niki and Furler generally work on those together. The department managers are involved in setting department projections. Furler brought up mention of "multi-year plan." Furler says other co-ops and the Oneota Co-op historically, use 3-5 year plans. Currently, we only budget the current year. Discussed not necessarily needing a multi-year budget, but perhaps a business plan including larger upcoming expenses.

Member Comments

Steph Hughes and Liz Happ were present. They are interested in running as board candidates.

Petersen would like item 5 to say "Resolution of Member Comments" instead of "Disposition of Member Comments"

Motioned by Breckbill, seconded by Allsworth, **October minutes approved**. All ayes.

Motioned by Petersen, seconded by Lutz, **D4 Compliance**. All ayes.

GM Report

Grand Marais peer Co-op and NCG held a peer audit of our store.

Allsworth gave the **nomination report**. No applications submitted yet, but we're working through the list. Peter Kraus will be on the board nomination committee.

Tanya has emailed that there will be tabling opportunities for board members. Allsworth will be tabling on Monday. We would like to find another member for the board member nomination committee. Allsworth has Hannah McCargar in mind.

Discussion of the **Board budget** for the upcoming year. Breckbill presented a draft budget. Discussion about shrinking board meeting food budget. Board member compensation is a significant expense currently. Discussion about how much to allocate towards board training/development. Dietzenbach will remind Breckbill to submit the budget for the December meeting.

Discussion about what to feature on our annual **board learning** calendar. The secretary will make a calendar.

Board linkage committee updates. Breckbill presented that the committee has drafted communications regarding Grow the Good. Wood has worked on a spreadsheet to better facilitate co-op potlucks. Wood will share the spreadsheet with the board. Hope to make it easier for the board and staff to communicate. Also to act as a calendar, hoping to fill out the year (12 days) quickly.

Allsworth presented **Board Development committee** updates. Looking into employee representation on the board. Proposed that we would like to start with surveys. We would like to set up some time to discuss board plans for the next year. Allsworth will send out a survey to find meeting day availability.

Bylaw change around paper election — Furler. Knudsen provided amended verbiage to update the bylaw to allow us to skip mailing as much paper for votes. Breckbill will write a blog post explaining the change. Plan to vote on adopting the change next meeting.

Move to table 10.1. Dietzenbach, Breckbill, all ayes

No new business.

December meeting 12/17.

Motion by Dietzenbach, seconded by Lutz, **motion to enter executive session**. All ayes.

Niki joined.

Petersen motioned, Iverson seconded to **accept the proposed General Manager contract**. All ayes.

Dietzenbach motioned, Allsworth seconded to exit executive session.

Dietzenbach motioned, Iverson second motion to **adjorn at 7:49**.