

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

May 28, 2024

5:30 PM

Co-op Classroom

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

**Board Members Absent:**

**GM Present:** Nate Furler

**Co-op Staff:**

**Member/Owners Present:** Jeanine Scheffert (Board Admin Assistant),

Lutz called the meeting to order at 5:29 p.m.

The agenda was amended to add “9.3 Member linkage committee update.” **Motion by Peterson to approve the amended agenda.** Second by Dietzenbach. All ayes, motion carried.

**Board Learning** was carried out from 5:35 to 6:15 PM. D1 Unity of Control and G1 Governing Style.

No member comments. No consent agenda.

**Motion by Allsworth to approve the April 2024 Meeting Minutes.** Second by Breckbill. All ayes, motion carried.

**Motion by Dietzenbach to report compliance for G4 Board Code of Conduct.** Second by Wood. All ayes, motion carried.

The board discussed the possibility of allocating a seat on the board for a Co-op employee. There are many questions about the logistics of this, but it is something that other co-ops have done. The board development committee will continue to explore this idea.

GM reports compliance on L Global Executive Constraint. This policy reports on all other reports. If reports are in compliance, no further action is needed. If a policy reports non-compliance, there are further actions that need to be taken. This past year, there was non-compliance on one report due to a survey not being completed on time. The survey was then completed, making the L Global Executive Constraint in compliance. **Motion by Breckbill to accept compliance on L Global Executive Constraint.** Second by Allsworth. All ayes, motion carried.

Nate gave the GM report. Sales are down \$20k compared to budget, but year-over-year we're still ahead by 3.1%. Checking and savings are still solid; they are higher than normal because we are gearing up for member-loan repayment. We've managed our labor well.

Sales-per-labor-hour hovers in the 90s. Some fluctuation this time of year compared to years prior is due to the Easter holiday shifting dates each year, accounting for about \$10k in additional sales.

Sales are trending negatively, but we are working on it. In part, this is because of key manager position changes needing adjustment time. However, co-ops in general are currently seeing larger sales increases than conventional grocery stores. We are looking to see why we are not yet seeing this in our store.

We found a hole in our HVAC system in a precarious place that needs to be repaired or replaced. The unit can be fixed for \$15-16k or replaced for \$30k. The humidity in our store has historically been a struggle and is not separate from our air conditioning system. We're looking at estimates to decide the best way to move forward. We do still have systems in place to keep things going in the store as we get this figured out. The Co-op has the cash to fix this, it just means we have that much less to repay member loans. However, Decorah Bank and Trust has already agreed to give us a loan, so this will not put us in jeopardy.

The deli island will be removed on Thursday. We have new shelving to take its place. We'll also be resetting the grab-and-go.

The board discussed the possibility of moving meetings to earlier in the month so the information we're receiving is more current. Furler will talk to Sanness about this possibility.

The board will gather for a retreat on June 23 where they will discuss previous strategic plans, including progress made and changes needed. The board will discuss what we want to do next, and will take time for team building and sharing a potluck meal. Allsworth will secure a facilitator.

Monthly co-op potlucks now have rotating member-owner hosts and co-hosts for the summer. Sweet Season is hosting in June, Pulpit Rock in July, with Decorah Public Library offering kids activities; Jon Kraus is hosting in August.

Breckbill will be connecting to member-owners who volunteered for committees such as Grow the Good and board compensation, to offer them a volunteer discount.

Grow the Good committee is reallocating funds from an applicant who withdrew to the five current recipients. Member linkage committee will be creating a Grow the Good impact report. Young Farmers Coalition is interested in sponsoring the Grow the Good program, with the stipulation that it includes a farmer wellness program. Breckbill will reach out to the Food Hub to see how the Co-op Board and Food Hub will share responsibility for this program overall.

No new business.

Then next meeting will be June 25, 2024, at 5:30 at the Co-op Classroom.

**Motion by Breckbill to adjourn meeting.** Second by Allsworth. All ayes, motion carried. The meeting adjourned at 6:43 p.m.