

Oneota Community Co-op
Minutes for Regular Board Meeting
March 25, 2025, 6:00pm, Co-op Classroom

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

Board Members Absent:

GM Present: Nate Furler

Co-op Staff:

Member/Owners Present: Steph Hughes

Wood called the meeting to order at 6:03pm.

Agenda Reviewed. *Motion by Dietzenbach, second by Iverson, to approve agenda. All ayes.*

Board Learning. Review G.

Comments that the board also take actions beyond those specified in G.1, such as member outreach and holding elections. Some of this is expanded on in the interpretation of the policy. Peterson would like to see the interpretations presented with board learning.

The shared drive used by the board has new folders. Dietzenbach created these to better show the duties of officers.

Breckbill and Wood attended a training through AORTA Co-op on decision-making. Upcoming training on disagreement is on April 24th.

Minutes

Correction: Date needs to be corrected on the heading of the minutes.

Motion by Allsworth, seconded by Iverson, to approve minutes of February's meeting with amendments. All ayes.

Policy Monitoring. G7, G8, G9, G10 - Board officers

Motion by Breckbill, seconded by Allsworth, to report compliance on G7. All ayes.

Motion by Breckbill, seconded by Peterson, to approve G7 with change to pronouns. All ayes.

Motion by Breckbill, seconded by Allsworth, to report compliance on G8. All ayes.

Motion by Iverson, seconded by Breckbill, to report compliance on G9. All ayes.

Motion by Allsworth, seconded by Dietzenbach, to approve G9 with amended language. All ayes. G9.2 is changed to “The Treasurer will chair any committee charged with financial policies or audits.”

Motion by Breckbill, seconded by Dietzenbach, to report compliance on G10. All ayes.

GM Report

For the month of February, sales are 7.1% above last year, 5.5% above budget. Owner appreciation week was another success of stackable discounts. Labor/Sales relationships are tracking the budgeted amounts.

Increased inventory levels to avoid empty shelves. According to industry feedback, out of stock items cause customers to leave unhappy. Having full shelves seems to have impressed shoppers.

Quarterly inventory is this Monday.

The loan from Decorah Bank of roughly \$416,000 has been secured. The loan is being used to repay member loans from the 2019 member loan campaign.

Continued sales growth is in line with other NCG co-ops.

350 votes submitted so far for the election.

Annual Meeting

Reviewed 2023 agenda. We'll keep the same structure. Peterson or Iverson will announce election results. Breckbill will present the Grow the Good awards.

Allsworth will be absent during the annual meeting and the Fall Frolic. Will attend monthly meetings remotely

Board/Member Linkage Committee

How to retain unelected candidates? What ways can they contribute?

Maybe a board assistant for note-taking? Iverson mentioned a committee focused on affordability. Part of the member-linkage committee, perhaps help with Grow the Good. Helping with getting board strategic initiatives moving. Reaching out to other co-ops and organizations for research for the Board Development committee.

We would like to draft gratitude letters to unelected candidates. Wood will draft the letter and share with the board for review.

Wood will be putting the annual report by March 30. Board members are welcome to submit quotes to Wood.

Adjournment

The paper ballots will be counted April 2-4.

The next co-op potluck will be April 17, 6:00pm.

The annual meeting is Thursday, April 17, 7:00pm at Pulpit Rock

Next meeting on April 29 at 6:00pm

Motion by Dietzenbach, second by Allsworth, to adjourn at 7:36pm.