

Oneota Community Co-op
Minutes for Regular Board Meeting
Tuesday, May 27, 2025, 6:00pm, Co-op Classroom

Board Members Present: Brennan Allsworth, Hannah Breckbill, Nathan Dietzenbach, Amy Grinna, Steph Hughes, Piper Wood, Carly Zierke

Board Members Absent: none

GM Present: Nate Furler

Co-op Staff Present: none

Member/Owners Present: none

Wood called the meeting to order at 6:00pm.

Agenda

Allsworth proposed adding a discussion to the agenda regarding “coffee with the board”

Allsworth motioned to approve the agenda, Dietzenbach seconded. All ayes, motion carried.

Board Learning

D1, no comments

G1.2, Missing period at end of paragraph

G1.4.1, Change to something like: “Each month, the board will review the policy according to the board calendar. This includes the review of the policy of the month preceding the current meeting.”

L1.1.1, Breckbill would like the board to review the merchandising policy. The board would like to see the merchandising policy discussed with the membership.

L1.3, Dietzenbach asked about the process for the system for collecting customer input. Furler showed the input form on the website and noted that there are suggestion papers in the store. The co-op receives about 10 comments per month. Dietzenbach mentioned that other co-ops post the comments and responses publicly. Furler said they did it previously, unsure why they stopped.

Minutes

Correction to minutes from previous month's minutes: Not "all" NCG members are seeing sales growth similar to us, but many are. *Minutes approved with amendment. Motion by Breckbill, seconded by Allsworth, all ayes.*

Policy Monitoring

Report compliance on G4. Motion by Breckbill, second by Grinna. All ayes.

Motion by Breckbill, seconded by Zierke to amend G4.4 for clarification. All ayes. Changed "Public printed information shall be construed as approved minutes, end-of-year financial information, and an abstracted quarterly report that can be read at the end of each quarter or in the board folder at the co-op." to "Information made intentionally public by the Co-op is no longer subject to confidentiality."

L report by Furler. L2 is not compliant due to the Personnel Policy Manual needing a revision. The document has not been updated in a long time. Outside HR audit will be completed upon revision of PPM. For section L5, some quarters reported partial compliance.

Motion by Allsworth, seconded by Hughes, to accept the L report prepared by Furler including reporting L2 noncompliant.

Employee Board Member Discussions

Allsworth presented the research that the board development committee performed regarding employee representation on the board. Allsworth surveyed other local co-ops, and Seward Co-op in the Twin Cities was the only one we could find with employees on the board. The board development committee reviewed their policy. Furler suggested reaching out to Columinate to check if other co-ops have gone through the process with other co-ops.

Furler found that the Lexington Co-op has employees on the board and shared those by-laws. The Viroqua Co-op looked into it. They are a union shop, so law prevents union members from being on the board.

Wood will be going to the CCMA (Consumer Cooperative Management Association) conference next week. Wood will talk to other co-op leadership about employees on the board and how to solicit feedback on decisions such as this.

Board members will do fact-finding and present at the next meeting.

Board Administrative Assistant

The board reviewed applications for the Board Admin Assistant. Dietzenbach and Wood will make an offer.

Board Development

The board will have a board-member potluck in July.

Member Linkage Committee

The member linkage committee will meet to arrange a discussion with membership regarding a co-op policy for navigating political issues.

GM Report

Labor as % of Sales vs. budget has remained under our budgeted percentage. We've had several new hires recently as we work to make up the difference. Sales remain strong-YTD, we are 6.92% above budget. The largest budgeted sales excesses are Produce, Bulk, Refrigerated and Deli.

A produce consultant has been in-store helping to plan Produce Department enhancements and resets. He has also been training the Fresh Manager and leadership.

The farmers markets have been great for the co-op as well. Owner appreciation days continue to be successes.

Wrap Up

Motion to table discussion about "coffee with the board" by Dietzenbach, seconded by Breckbill. All ayes.

The next meeting is June 24th.

Dietzenbach moves to adjourn, Allsworth seconds. All ayes. The meeting adjourned at 8:30pm.