

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

Tuesday, July 29, 2025, 6:00 pm, 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 :** Nikki Sanness

**Administrative Assistant Present:** Alison Blake

**Member/Owners Present:** None

Wood called the meeting to order at 6:01pm.

**Agenda**

Breckbill proposed amending the Reminders to state that the Co-op Potluck would be held at Canoe Creek Produce.

Wood proposed adding a Reminder that Tanya will be reaching out about the nomination process soon.

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

**June Minutes**

Amended to reflect that the July meeting was scheduled for 7/29/2025 instead of 7/22/2025.

*Breckbill moved to approve June minutes as amended, Grinna seconded. All ayes, motion carried.*

**Board Learning**

G5, no comments

L10, General note that the “workable mechanism” is primarily board member’s emails. Furler shared Survey Monkey survey questions shared last year. If the majority of the board doesn’t agree that items are adequate, that triggers changes by the GM. August 9th is the due date.

**Policy Monitoring**

L1, Food Establishment didn’t send out paper notices this year, so Furler went online to find the information to submit. Still compliant and submitted in July.

*Grinna moved to report compliance on L1, Dietzenbach seconded. All ayes.*

D2, Amended to reflect that it was last revised 7/2025.

*Breckbill moved to report compliance on D2, Allsworth seconded. All ayes.*

*Report compliance on D3. Motion by Allsworth, Dietzenbach seconded. All ayes.*

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

L report by Furler. 2 items in L5 are reported as not compliant. Currently the net income is inadequate, however this is budgeted and is on-track to be at 5% by the end of the year. The other item is that the 1120 tax payment is not complete as the IRS wants another 60 days to review. Our Accountant is confident this will be reversed. *Motion by Breckbill, seconded by Zierke, to accept the L report prepared by Furler including reporting 5.2 and 5.7 noncompliant.*

## **GM Report**

Sales remain strong year-to-date, we are 6.13% above budget. For Labor as percent of Sales, summer hours are above budget because of training due to the ability to pull in people who have experience. While labor is ahead of budget, it is still below sales. During Nordic Fest, we experience an increase in the number of transactions, but the overall sales number stays even. Special Order Taxable is the only department that is under budgeted sales through June 2025. The largest budgeted sales excesses are Produce, Bulk, Refrigerated, and Nutritional Supplements.

95% of staff completed the staff survey and it showed that the co-op has “Very high workplace satisfaction”. Compared to 370+ other co-ops, this year’s number was higher than the top tier.

## **Treasurer Quarterly Report (through June)**

We have spent less than budgeted this year. If we switched from the fully managed campaign through Simply Voting, we could experience a reduction in the cost. Viroqua has a system that is comparatively very inexpensive that could be worth exploring. Making sure members are updated on their emails should cut down on bulk mailing, which is the driving factor.

## **Member Linkage Committee Updates**

Recent topics of discussion have been how friction can be removed for member owners to attend potlucks as well as how the coop handles political and societal issues. A plan in development is to make a co-op principles mini-series happen with in-person panels that include folks from coops in the community.

## **Board Development Committee Updates**

Strategic focus areas were ranked as follows:

1. Support, promote, and incentivize organic farms to grow all the produce we can in our region
2. Improve accessibility and affordability of foods we offer
3. Integrate the Co-op with the Iowa Food Hub and Decorah Farmers Market
4. Build the relationship between the Board and the Co-op workforce

Grinna: We need to determine what actions we should take this year to move some of these strategies forward.

Dietzenbach to send out an email for members to list action items via a Google Doc.

**Wrap Up**

The next meeting is August 26th.

Dietzenbach moves to adjourn, Hughes seconds. All ayes. The meeting adjourned at 8:20pm.