

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

Tuesday, February 24, 2026, 6:00 pm, Co-op Classroom

**Board Members Present:** Brennan Allsworth, Hannah Breckbill, Erin Shaw, Amy Grinna, Steph Hughes, Piper Wood, Carly Zierke

**Board Members Absent:**

**GM Present :** Nate Furler

**Co-op Staff Present :** Niki Sanness

**Administrative Assistant Present:** Alison Blake

**Member/Owners Present:** None

### **Call to Order**

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

### **Agenda**

The Board discussed proposed changes to the agenda structure, including implementing a consent agenda to allow routine items to be approved in one motion unless a member requests separate discussion. Board members emphasized the importance of reviewing board materials prior to meetings to ensure sufficient time for deeper discussion.

The Board also discussed moving Member Comments to earlier in the agenda so members could introduce themselves and participate in the discussion before the agenda approval. The board expressed interest in placing member Greetings and Comments after Call to Order but before Agenda Review and Approval.

The Board agreed to remove Policy L5 Financial Conditions from the consent agenda to allow discussion of items currently out of compliance.

*Breckbill motioned to pull Policy L5 Financial Conditions from the consent agenda, Allsworth seconded. All ayes, motion carried.*

*Hughes motioned to approve the agenda, Grinna seconded. All ayes, motion carried.*

### **Member Comments**

Wood recently presented information about the Board's role during a staff meeting. Many staff members expressed interest in attending a future Board meeting to learn more about board service, and several staff members spoke with Wood afterward about their interest in participating more actively in governance.

### **Policy Monitoring**

## **L5:**

The Board reviewed the quarterly financial monitoring report. One item was reported as non-compliant under L5.2, which requires a minimum net income of 0.5%. Net income for the most recent quarter was 0.28%, with 0.40% year-to-date, both below the required threshold.

The other item that was non-compliant was L5.7, and the GM reported that the ongoing IRS matter remains unresolved as the IRS requested additional time.

*Allsworth moved to accept the L5 as presented, Breckbill seconded. All ayes, motion carried.*

## **Deep Dive Discussion**

The Board discussed adjusting the meeting structure to allow more time for strategic conversation and deeper discussion topics earlier in the meeting. The goal is to reduce time spent reviewing routine policy matters and instead prioritize meaningful discussions related to governance and strategic priorities.

The Board discussed dedicating approximately 30 minutes per meeting for deeper exploration of one or more strategic topics. If appropriate, a subcommittee may be created to research the topic further and return with recommendations. A list of potential discussion topics was also identified.

## **GM Report**

The GM reported that sales are currently under budget, though the Co-op continues to demonstrate positive year-over-year growth. Sales growth for the current period is 1.91% year over year. While growth is lower than last year's double-digit increase, total growth over the past two years is approximately 13%, indicating steady overall performance.

Weather-related emergencies have impacted sales temporarily, which is typical for this time of the year. January and February historically represent the slowest sales months, which affects sales per labor hour.

Additional updates included:

- The POS system transition remains scheduled for June. The Co-op will soon receive backend system access to begin preparation.
- A local growers meeting was postponed due to weather and will be rescheduled for March.
- A consultant visited the Coop and held individual meetings, which received positive feedback.
- The NCG Spring Meeting will be held in San Diego in April. NCG views this as a required meeting, and it provides opportunities for networking and sharing industry best-practices.

## **Board Development Committee Updates**

The committee proposed taking a more active role in helping organize and schedule future deep dive discussion topics.

The change to the agenda regarding a consent agenda and discussion topics came from Board Development Committee discussions. Upcoming board trainings are being planned and new member orientation planning is still underway.

## **Member Linkage Committee Updates**

The Principles in Practice series recently concluded. The final session was facilitated by Kelly Maynard, and visual documentation of discussions was captured by Kristin Eggen.

The committee reported strong interest and engagement from participants, and the conversations generated several potential areas for follow-up action. There will be a summary blog post to report on the whole series.

The Annual Meeting is scheduled for April 14, and the regular potluck gathering will continue alongside the Annual Meeting.

Beginning in May, the potluck will rotate hosting responsibilities among participants.

## **Grow the Good Grant Program Updates**

Approximately 30 local organizations and businesses have been contacted regarding the Grow the Good grant program. \$3,500 in funds have been committed. The Board noted that most applications are typically submitted close to the deadline, so additional submissions are expected before the final review period.

*Grinna moved to authorize up to \$2,000 from the board budget, if necessary, to supplement the Grow the Good grant funding depending on the number and size of applications received. Hughes seconded. All ayes, motion carried.*

Three grant reviewers have been confirmed and will evaluate applications using the established rubric. The reviewers will receive a discount for their work.

## **New Business**

### **Elections**

Board elections begin on Monday, March 2, 2025. Voting will be nearly complete by the next board meeting.

The board discussed possible ways to increase candidate visibility, and plan to have short candidate introduction videos. Another opportunity could be to have the candidates attend the February potluck as a meet and greet. Allsworth will add this idea to notes to table until planning for the next election cycle.

Shaw also requested a coffee meet and greet between applicants and current board members to introduce the groups so they know each other better and could be better involved even if they don't win in the election. The board discussed hosting two board potlucks per year, where members were encouraged to attend, observe, and become more familiar with board governance.

### **Wrap Up**

The next meeting is March 24, 2026 at 7:00 pm.

Hughes motioned to adjourn, Breckbill seconded. All ayes. Motion passed. The meeting adjourned at 7:35 PM.