

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

Tuesday, March 24, 2026, 7:00 pm, Co-op Classroom

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

Board Members Absent:

GM Present : Nate Furler

Co-op Staff Present : Tanya O'Conner

Administrative Assistant Present: Alison Blake

Member/Owners Present: None

Call to Order

Wood called the meeting to order at 7:00 pm.

Agenda

The Board reviewed the proposed agenda and approved amendments, including moving the Annual Meeting Agenda discussion to item 7.5 and postponing the Board Financial Statement to the April 2026 meeting agenda.

Grinna moved to approve the amended agenda. Allsworth seconded. All ayes, motion carried.

Member Comments

None.

Approval of Minutes and Consent Agenda

The Board reviewed the February meeting minutes and made a correction to reflect that Hughes made the motion to approve the consent agenda.

Breckbill moved to approve the minutes as amended. Allsworth seconded. All ayes, motion carried.

The Board also removed Policy 3.2.5 Ends for separate review.

Breckbill moved to approve the consent agenda as amended. Grinna seconded. All ayes, motion carried.

Policy Review

The Board discussed the timing and structure of the E1 Global Ends policy review, specifically as it relates to guiding principles and communication with member-owners and customers.

The Board agreed to move the E1 report permanently to the April meeting, with introductory review and discussion remaining in March.

Deep Dive Discussion

The Board Development Committee led the discussion focused on governance processes related to public statements and responses to broader community issues.

Discussion centered on the Board's role in representing member interests, the need for clear definitions and decision-making frameworks, and the importance of establishing a thoughtful process for evaluating when and how the Co-op responds to issues affecting the community.

The Board discussed the possibility of forming a subcommittee to research best practices, gather perspectives from member-owners and community stakeholders, and develop a recommended framework for future consideration.

GM Report

Furler reported that sales are currently below budget compared to the same period last year, though year-to-date sales remain slightly ahead of the prior year overall.

Labor performance remains stable, and the deli continues to show strong sales growth.

Additional updates included:

- POS transition work continues as scheduled
- A Fresh Assistant Manager has been hired
- A Fresh Manager position has also been filled

The Board discussed budget expectations in light of last year's unusually high growth and the importance of maintaining sustainable long-term growth targets.

Board Development Committee Updates

The committee provided updates on the Board Buddy program in preparation for onboarding new board members following the election cycle.

The Board Member onboarding document has recently been updated.

The committee is also continuing work on facilitator roles and subcommittee support for future deep dive discussions.

Member Linkage Committee Updates

The committee will meet Saturday morning at The Landing to debrief winter programming and discuss upcoming member engagement plans.

Grow the Good Grant Program Updates

The committee provided an update on the current grant cycle and upcoming decision timeline.

Final funding decisions will be made on April 1, with announcements to follow.

A debrief process will be organized following the completion of the current cycle to identify opportunities for improvement.

Annual Report Board Message

The Board discussed preparation of the annual Board message to be included in the Annual Report.

Wood will distribute a Google Form to collect reflections and input from Board members by April 1, 2026, to help inform the message.

The report will include key accomplishments from the past year and priorities for the coming year.

Reminders

The Annual Meeting is scheduled for Tuesday, April 14 at 7:00 pm at Pulpit Rock.

The Co-op Potluck will be held Thursday, April 16 at 6:00 pm.

Wrap Up

The next meeting is April 28, 2026 at 6:00 pm.

Executive Session

At 8:28 pm, Breckbill moved to enter executive session. Allsworth seconded. All ayes, motion carried.

Grinna moved to exit executive session, Breckbill seconded. All ayes.

Hughes moved to adjourn. The meeting adjourned at 9:34 PM.