Oneota Community Co-op
Minutes for Regular Board Meeting
Tuesday, May 26, 2026, 6:00 pm, Co-op Classroom

Board Members Present: Hannah Breckbill, Amy Grinna, Steph Hughes, Piper Wood, Flannery Cerbin Bohach
Board Members Absent: Brennan Allsworth, Erin Shaw
GM Present : Nate Furler
Co-op Staff Present : Tanya O'Connor
Administrative Assistant Present: Alison Blake
Member/Owners Present:

Call to Order
Wood called the meeting to order at 6:02 pm.

Agenda
The Board reviewed the proposed agenda. G4: Board Code of Conduct was removed from the consent agenda for separate discussion.
Hughes moved to approve the amended agenda. Grinna seconded. All ayes, motion carried.

Member Comments
Wood reported that she followed up a member-owner who raised concerns at the April meeting regarding the Co-op's involvement with the Winneshiek County Fair. Wood shared information about the nature of the Co-op's participation in the *Build the Best Bite* judging role and invited them to remain engaged with the Co-op as the situation develops.

Consent Agenda
The consent agenda included approval of the April meeting minutes and the Global Executive Limitations policy monitoring report.
Breckbill moved to approve the consent agenda. Hughes seconded. All ayes, motion carried.

Policy Monitoring
G4 – Board Code of Conduct
The Board reviewed G4 for compliance and discussed two proposed edits. In G4.5.4, the phrase "group decisions as legitimate" was identified as unnecessary and recommended for removal.
Grinna moved to report compliance with G4. Hughes seconded. All ayes, motion carried.
Hughes moved to approve the implementation of the proposed edits to G4. Breckbill seconded. All ayes, motion carried.

Deep Dive Discussion
The Board continued its discussion on the Co-op's approach to public statements and community issues, building on the conversation begun in March. Breckbill reported that one person has agreed to serve on the subcommittee, and one additional member is still needed.

The discussion focused on refining the scope of the subcommittee's work. Key questions identified for the subcommittee to explore include: how the Co-op interfaces with demonstrations that occur in the vicinity of the store; what guidelines should govern the community bulletin board and flyer postings; and under what circumstances, if any, the Co-op would issue a public or political statement.

The Board emphasized the importance of developing a clear framework that would allow staff and leadership to navigate situations on a case-by-case basis. Discussion touched on the role of cooperative principles as a guide and how to engage membership input through democratic processes. The Board also noted the importance of clear messaging and defined roles, particularly for front-line staff who may encounter member-owner reactions directly.

A recording from the Consumer Cooperative Management Association (CCMA) conference on cooperative political decision-making was noted as a useful resource for the subcommittee.

Member Linkage Committee Updates
The committee has reached out to several member-owners about joining. Discussion of board-specific questions to include in this year's membership survey is planned. Approximately 15 people attended the most recent potluck. The upcoming potluck will be held at South Bear Farm on June 18.

Board Development Committee Updates
The subcommittee focused on the Co-op's approach to public statements has been established. Risk assessment training is being scheduled, with an anticipated duration of approximately one hour. Furler expressed interest in participating; the group will proceed without waiting on his availability if needed. Wood will follow up with Allsworth to coordinate strategic planning dates. The Board also discussed the CCMA conference. Wood will follow up with Sanness regarding purchasing access for Board Development use.

GM Report
Furler reported that sales through April 2026 are -3.25% compared to budget, with year-to-date sales at -0.35% compared to 2025. The Co-op budgets for approximately 3% growth, so current performance represents a meaningful gap. This trend is consistent with what many cooperatives are experiencing nationally.

An explanation was identified for a portion of the recent shift in sales between departments: packaged coffee was recategorized from Bulk to Packaged Grocery within the past year, which accounts for a significant portion of the apparent decline in Bulk sales and increase in Grocery sales.

Despite the sales environment, expenses and labor have been well managed, supporting a stable financial footing. The Co-op is exploring marketing strategies to better compete on local sourcing rather than price.

The new ECRS Point of Sale (POS) system launch date has been moved to July 6. Online training is ongoing, and the IT Manager completed three days of intensive training. During the installation period, declining balances, gift cards, and IOU capabilities will be temporarily paused. Member communications about the transition will go out in the weeks and days prior. Work is also underway on the membership database migration to the new platform. Sanness is moving forward with aligning to the NCG Common Chart of Accounts to streamline financial reporting and integration with the new POS and vendors.

Additional updates: The on-site consultant visit at the end of April and beginning of May provided substantial training to the new Fresh Manager and other staff and entryway carpet squares will soon be replaced. Preliminary conversations are underway about a possible performance pavilion in the area behind the Co-op currently used for parking. May is a period of staffing transition due to the end of the school year for Decorah Community Schools and Luther College.

Wrap Up
The next Board meeting is scheduled for Monday, June 23, 2026 at 6:00 pm.

Hughes moved to adjourn. Cerbin Bohach seconded. All ayes, motion carried. The meeting adjourned at 7:43 pm.