Oneota Community Co-op
Minutes for Regular Board Meeting
Tuesday, July 28, 2026, 6:00 pm, Co-op Classroom

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

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

Agenda Review
The Board reviewed the proposed agenda.
Cerbin-Bohach moved to approve the amended agenda. Grinna seconded. All ayes, motion carried.

Member Comment
None

Consent Agenda
Allsworth moved to approve the consent agenda. Hughes seconded. All ayes, motion carried.

Policy Monitoring
L5 Quarterly Financial Report
The board reviewed the Q2 financial monitoring report. Non-compliance was reported for L5.1 as Q2 sales growth of 0.46% fell short of both the budgeted target and NCG benchmark of 3%. The largest shortfall was in the Fresh department. Despite the sales gap, the Co-op is managing expenses well and maintains a strong position in key financial ratios, including days cash on hand and debt to equity, which provides a solid buffer against unexpected expenses.

Grinna moved to accept the L5 quarterly report with non-compliance with L5.1. Hughes seconded. All ayes, motion carried.

Deep Dive Discussion
The Board Development Committee led a discussion on strategic planning, beginning with a review of the 2022 Strategic Plan. As only one current board member was on the board when the plan was developed, the discussion served as both a retrospective and an opportunity to assess what remains relevant going forward.
The board reviewed progress on goals from the 2022 plan including the following highlights: membership has grown, with 135 new members added as of the 2025 Annual Report; overall

sales have increased each year, though local sales have remained relatively flat; the Principles in Practice series demonstrated meaningful community education on cooperative values; board elections have featured contested positions in recent years with strong, engaged candidates; the board onboarding process and buddy system have been meaningfully improved; and the Grow the Good grant program has been a successful community investment initiative.

Areas identified for continued attention included external recognition for the Co-op's educational efforts, deeper connection between the board and Co-op staff, and the challenge of measuring member engagement beyond membership counts. The Board discussed the distinction between total membership and active engagement, and what meaningful metrics might look like going forward.

The board discussed shifting to a more dynamic approach to strategic planning that is revisited on a regular cadence. Given the efficiency gained from the consent agenda, the Board expressed interest in incorporating quarterly strategic planning check-ins into regular meeting agendas. The goal is to produce a living document that can guide both board priorities and Co-op operational planning.

Member Linkage Committee Update
The July potluck at Shaw's home went well, with attendees moving indoors due to heat and smoke. The next potluck is planned for August.

Board Development Committee Updates
Hughes sent invitations for an October board training session focused on GM contract review, executive management, and performance evaluation. This session is timed to coincide with the GM contract and performance review. Materials will be distributed in advance for review and discussion.

Sub Committee - Employees on the Board
The subcommittee on employee board representation is expected to begin meeting in September, with initial participants including Wood, Allsworth, and Sanness, with the intention of adding employees and member-owners. The first meeting will focus on level-setting and scoping the work, including reviewing how other cooperatives handle staff board representation and whether any bylaw changes would be needed. Interest from current Co-op staff in board participation was raised at an all-staff meeting.

Sub Committee - Political Stance
The subcommittee on Co-op public statements and political engagement will present its work at the August Board Meeting.

July GM Report
Furler reported that through June 2026, sales were -2.63% compared to budget and +.29% compared to June 2025. June represents the strongest year-over-year growth month so far this year. Labor as a percentage of sales continues to be well managed and remains below budget.

Seasonal staff availability has led to some increase in labor hours in June and July, with the capacity being directed towards PTO, deep cleaning, and ECRS onboarding.

Furler shared information on the NCG Core Sets program, through which NCG analyzes data across cooperatives to recommend a core set of products for each store to carry. Participating stores are asked to stock recommended items for 60 to 90 days; items that do not sell can be removed. The program provides structure for product mix decisions and applies primarily to grocery rather than produce. The Co-op can opt out of specific items where a local alternative exists.

The Co-op has completed three weeks of live operation on the ECRS system. Cashiers adapted to the new interface quickly. Work continues on database refinements, reporting setup, and equipment fine-tuning, with ongoing support from ECRS and NCG. The initial setup of the new handheld terminal devices is complete, though full utilization for ordering and receiving is not yet complete.

The launch of NCG's Common Chart of Accounts has been shifted to the end of July to allow the Co-op to participate as an early adopter alongside a cohort of medium central corridor cooperatives. This will involve additional standardizations across inventory hierarchy, product naming, universal PLUs, and accounting channels, enabling more meaningful benchmarking with peer cooperatives. Transitioning from QuickBooks to the new system represents significant work, but positions the Co-op well for future reporting and integration.

The entryway carpet tiles have been ordered, with a rug in place in the interim to minimize the trip hazard. Windows and storm windows in the kitchen classroom space have been repaired or replaced. Hiring for fall staffing needs is underway.

CCMA Recordings
The Board was reminded to add notes to the shared CCMA recording spreadsheet. A more in-depth discussion of the recordings will be scheduled for a future meeting when Breckbill is present.

Wrap Up
The next regular Board meeting is scheduled for Tuesday, August 25, 2026 at 6:00 pm.

Hughes moved to adjourn. Allsworth second. All ayes, motion carried.