

Board of Directors Meeting Minutes
February 12, 2025 at 6:00 pm (teleconference)

Present: Laura Weiss, Diane Krapf, Margaret Gerard, Tony Vernon, Erin Grant, Randy Rydel, Heidi Beierle, Jessica Gillis, Alex McIntyre, Lisa Sedlar

Facilitator: Holly O’Neil **Administrator:** Annabelle Wesley

Topic	Key points	Outcome
Welcome, introductions, check-in, agenda review		--
Member Forum/ Board Announcements	<ul style="list-style-type: none"> No Announcements 	
Consent Agenda: <ul style="list-style-type: none"> 1/8 BOD Minutes 1/29 MAC Minutes 1/29 BDC Minutes Proposal for Procedure for Handling Complaints Regarding Board Member Conduct and P3 Policy updates Finance Meeting Notables for January Key Indicators for January 	<ul style="list-style-type: none"> The facilitator confirmed everyone had read the meeting packet. 	Approved by consensus. P3 policies will be updated.
Board Chair Report	<ul style="list-style-type: none"> The Annual Meeting will be on March 27 Policy monitoring will start up again. 	
Monthly CEO Report	<ul style="list-style-type: none"> Lisa provided a monthly update and shared progress on her onboarding goals. Lisa is bringing a focus to store operations, presentation, and conditions. We will continue to focus on great customer service. Lisa has been meeting with each department to review goals and identify opportunities for improvements. The Co-op is looking at the potential impact of tariffs. Staff enrichment trainings are being planned for this year. The all-staff meeting has been postponed to find a time and date that works better for staff. A 55th Anniversary logo has been created. There are more fun and engaging anniversary elements the team is working on. Lisa is enjoying connecting with members and hearing their feedback. We are looking at membership engagement and our benefits. 	

	<ul style="list-style-type: none"> • Lisa connected with NCG's CEO and their Advocacy lead. She has a meeting planned to walk through the store with NCG to identify opportunities for improvement. • Lisa attended the Eat Local First Trade Show and was on a panel with other local food system leaders. 	
Year-End Financials Report	<ul style="list-style-type: none"> • The Finance Manager, Jon Edholm, provided a report on the year-end financials. It was a solid year with good sales growth. 	
Executive Session: Union Negotiation Update	<ul style="list-style-type: none"> • Executive Session started at 6:54 pm. • Lisa provided an update on the union negotiation. 	
Executive Sessions: Board Candidate Nomination Confirmations	<ul style="list-style-type: none"> • Board members running for re-election were asked to leave the meeting. • The nomination slate was approved with seven Board candidates. 	The nomination slate confirmed
Closing and Evaluation		
Adjourn	<ul style="list-style-type: none"> • Meeting adjourned at 7:30 pm 	

These minutes have been approved by the Board of Directors.