

# Oshkosh Food Co-op Board Meeting

Date: 04/20/22

Time: 6:30 pm

Location: Hybrid

Minutes Recorded by: Molly

Board Member Attendance		Member, Staff & Guest Attendance
Brenda Haines x	Warren Bergman x	Staff: Kaye Kirsch
Molly Smiltneek x	Susan Vette x	Members: Jessica King
Melissa Weyland x	Jay Stoflet x	Guests:
Belynda Pinkston	Heidi Supple	
Vacant	Heather Seraphine (Adjunct) x	

Topic	Facilitated by	Discussion	Actions
Call Meeting To Order	Brenda	Brenda called the meeting to order at 6:37.	
Member Comments	All	<p>Member Comments <i>Note: Due to the risks associated with in-person gatherings, we are meeting virtually. If you would like to submit member comments, please do so in writing and email to <a href="mailto:oshkoshfoodcoop@gmail.com">oshkoshfoodcoop@gmail.com</a></i></p> <p>No member comments submitted.</p>	
Consent Agenda	All	<p><b>Consent Agenda</b></p> <ul style="list-style-type: none"> <li>■ April 6, 2022 Board of Directors – Meeting Minutes</li> <li>■ April 13, 2022 Food Justice Team – Meeting Minutes</li> <li>■ Weekly Store Report – April 4, 2022</li> <li>■ Weekly Store Report – April 11, 2022</li> </ul>	

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		<ul style="list-style-type: none"><li>■ Ratification of Electronic Vote to Extend an Offer to a Candidate for the Position of General Manager</li></ul> <p>Warren moves to approve the consent agenda. Jay seconds. Motion passes.</p>	
GM Reporting	Kaye	<p><b>GM Reporting</b> The Board may meet in closed session for the purpose of discussing</p> <p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Verbal Report – Kaye Kirsch<ul style="list-style-type: none"><li>○ Inventory has been passed on to the finance team; \$20,000 less than less time. Will be reflected in March financials, which is why its delayed</li><li>○ Reset<ul style="list-style-type: none"><li>■ 70-80% done; still have meat, cheese, deli, frozen and wellness</li><li>■ Dan will be back April 29-May 1</li><li>■ Have gotten very positive feedback<ul style="list-style-type: none"><li>● Store is looking good; love seeing how customers are responding</li></ul></li><li>■ Team has worked very hard. Good to have a little break.</li></ul></li></ul></li></ul>	

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Finance		<p>Discussion</p> <ul style="list-style-type: none"><li>■ n/a</li></ul> <p>Recommendations</p> <ul style="list-style-type: none"><li>■ February Financial Statements</li></ul>	

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Governance	Molly	<p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Annual Meeting<ul style="list-style-type: none"><li>○ Talk to Aurora about overflow parking</li><li>○ Volunteers to help direct traffic (Steve Sagmeister)</li><li>○ Projection into tenant space if have overflow (Jason at Blue Door)</li></ul></li><li>■ Notice program as an hour; hopefully it will take less time<ul style="list-style-type: none"><li>○ Make it as interactive as possible; be sure to thank and celebrate</li></ul></li></ul> <p><b>Recommendations</b></p> <ul style="list-style-type: none"><li>■ Slate of Candidates for Approval<ul style="list-style-type: none"><li>○ Six candidates submitted self nominations and were all vetted by the Governance Committee. David Siemers again did a review of nomination paperwork for any red flags or missing information and found none. All candidates meet the minimum eligibility requirements to be placed on the ballot. And, David and Molly both agree that we have a good crop of candidates for members to choose from. The</li></ul></li></ul>	

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		<p>candidates who submitted nominations and have been vetted by Governance are:</p> <ul style="list-style-type: none"><li>■ Christ Corbin</li><li>■ Jessica King</li><li>■ Belynda Pinkston</li><li>■ Ashley Reider</li><li>■ Heather Seraphin</li><li>■ Andrew C. Smith</li></ul> <ul style="list-style-type: none"><li>○ Thank you to David Siemers and James Krueger for all of their help related to the election</li></ul> <p>Susy moves to approve slate of candidates governance has vetted and recommended to stand for election. Molly seconds.</p>	
Membership Recruitment and Communications	Jay and Brenda	<p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Promotional Planning<ul style="list-style-type: none"><li>○ working to engage a broader base of members</li><li>○ events are a great way to bring people in and add to shopping base</li></ul></li><li>■ How to think about events as an open store<ul style="list-style-type: none"><li>○ filling a glass - every nook and cranny use a mix of big, small, marbles, sand, water</li><li>○ Big marbles: member owner events happen a few times a year</li></ul></li></ul>	

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Staff Appreciation Team (Ad Hoc)		<b>Recommendations</b> <ul style="list-style-type: none"><li>■ Staff Appreciation Ideas<ul style="list-style-type: none"><li>○ How often should we do something to foster relationship?</li></ul></li></ul>	

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		<ul style="list-style-type: none"><li>○ Will have Board sign up to do various ideas</li><li>○ Will need to co-operate with GM for staff recognition</li><li>○ Staff is feeling loved during intense period - keep this up, at least through a meeting</li><li>○ Kaye will flag when anything needs immediate recognition</li><li>○ Incentive for employees that are non-taxable incomes - don't need to use a separate corporate incentive program</li></ul>	
Executive Committee		<p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Meeting with staff – tentatively 5/1, 6:15ish<ul style="list-style-type: none"><li>○ Open conversation</li><li>○ High level strategy - put the pieces together. Single team working toward big goal</li><li>○ GM update</li><li>○ Revamp of the store</li><li>○ Intro of Annual Meeting</li><li>○ Thank you, thank you, thank you!</li><li>○ Molly, Jay, Brenda will for sure be there</li></ul></li><li>■ Up &amp; Coming – <a href="https://upandcoming.coop">https://upandcoming.coop</a><ul style="list-style-type: none"><li>○ May 19-21; try to go for a day if you can</li><li>○ Don't have funds, but may try to get new GM to attend if they are on board</li></ul></li></ul>	

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Grants & Sponsorship		<p>The Board may meet in closed session for the purpose of discussing confidential strategic, personnel or competitive issues.</p> <p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Fundraising – Progress Update</li></ul>	
Hiring		<p><b>GM Hiring</b></p> <p>Jay moves to go into closed session; Molly seconds. Motion passes.</p> <p>The Board may meet in closed session for the purpose of discussing confidential strategic, personnel or competitive issues.</p> <p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Hiring</li></ul> <p><b>Recommendations</b></p> <p>Warren moves, Jay seconds to move out of the closed session. Motion</p>	

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Adjourn		Heidi moves to stand in recess; Warren seconds. Motion passes.  Meeting recessed at 9:22.	
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