

Oshkosh Food Co-Op Board Meeting

Date: 06/02/2025

Time: 6:00 pm

Location: Community Room

Minutes Recorded by: Heather

BOARD MEMBER ATTENDANCE

Julie Kons	<input checked="" type="checkbox"/>	Tracy Luchetta	<input checked="" type="checkbox"/>
Heather Seraphine	<input checked="" type="checkbox"/>	Brenda Haines	<input checked="" type="checkbox"/>
Susan Vette	<input type="checkbox"/>	Chris Corbin	<input checked="" type="checkbox"/>
Mary Murken	<input checked="" type="checkbox"/>	Nick Hahn	<input checked="" type="checkbox"/>
Denise Robson	<input type="checkbox"/>	Anne Stevens - adjunct	<input type="checkbox"/>
Qamar Abbas - adjunct	<input checked="" type="checkbox"/>		

MEMBER, STAFF & GUEST ATTENDANCE

Staff: Jeremiah McDuffie

Members:

Guests:

FACILITATED BY	DISCUSSION	ACTION
Julie	Julie called meeting to order at 6:13 pm	
All	Member Comments <i>Note: Comments can be submitted in writing and emailed to oshkoshfoodcoop@gmail.com</i> No comments to report	
All	Consent Agenda <ul style="list-style-type: none">▪ April 28, 2025, Board Meeting Minutes▪ Financial Report from January 2025, February 2025 and March 2025 Consent Agenda approved.	
Jeremiah	General Manager Store Report The Board may move into closed session for the purpose of discussing competitive strategy, personnel issues, contract negotiations, or other issues requiring confidentiality. <ul style="list-style-type: none">▪ On track thus far to have the best year of sales that we have ever had in the store	

	<ul style="list-style-type: none"> ▪ One of the things that has made us successful over the last 18 months; labor per sales hour ratio ---- able to maintain even bringing the bookkeeper in house for about 15 hours per week ▪ The eggs helped bring people in to store and stay as shoppers; large number of student shoppers from UW-O; staying power has improved ▪ Continue to provide many items for flash sales; have been able to provide some competitive products that help locally ▪ Seeing an increase in theft. Does seem to be a lot of teenagers. It does not seem to be focused on any particular item in the store. Will need to address how to head off this problem. ▪ The team in the last quarter has been stepping up. Jeremiah has been trying to empower the staff to learn more and be more present when Jeremiah is off ▪ Polly Potratz asked a question about thing not ringing up at the cash register at the appropriate price; Jeremiah acknowledged that this is a known problem that they are working on rectifying ▪ Tracy asked about the Saturday sessions and if they are being attended. They have seen record attendance. Taking a break from offerings over the summer months – they will be back in October. Has received good feedback from members, that the sessions are liked and appreciated. 	
Board	<p>Committee Meeting Updates</p> <p>The Board may move into closed session for the purpose of discussing competitive strategy, personnel issues, contract negotiations, or other issues requiring confidentiality.</p> <p>Finance. Finance Reports for January through March have been posted. Denise was not present but placed her notes on the reports on Basecamp. The Finance Committee appreciates Jeremiah's hard work.</p> <p>Personnel. Employee handbook needs one more look over by Jeremiah. After Jeremiah</p>	

	<p>makes some changes to the operations component; the handbook will be brought to board for vote and approval</p> <p>Governance. Annual meeting was continued this evening. Tracy would like to continue to offer a hybrid version of the meeting. Many co-ops routinely hold their meetings / elections electronically. She views how things were handled this year as an opportunity to see how this works. There is an argument that having the annual meeting in person takes away from the “community feel” of a small local-based organization – this is a unique part of the co-op.</p> <p>Food Justice. No update. There is an issue getting some fire into the committee. May need to review reconstituting the board.</p>	
Julie	<p>Executive Committee – Discussion Items</p> <p>The Board may move into closed session for the purpose of discussing competitive strategy, personnel issues, contract negotiations, or other issues requiring confidentiality.</p> <p>Old Business.</p> <ul style="list-style-type: none"> • Condenser Housing. No update. Julie and Heather will need to discuss as part of a facilities plan. <p>New Business.</p> <ul style="list-style-type: none"> • Outgoing Board Member – Chris. Thank you for your years of dedication and service. • Photos of Board Members June 23rd 5:30pm to be held in Community Room. Please be present and ready to have photos taken. • Statement of Values / Principles. Received some compliments and complaints for products being carried in the store. As a board, should we review, discuss or articulate products that address our philosophy or ethics? Is this something that Jeremiah is interested in as a guideline? Product sourcing does fall under store 	

	<p>operations – not necessarily a board function. Do we want to be more forward with our ethics – would this be helpful for Jeremiah to have a baseline to refer to? This is something that has happened in the past – like when conventional produce was introduced, local brands of soda, etc. Trying to serve the community as a whole and support the local community, this will continue to have some opposed voices at different levels. The co-op must be responsive to market needs and demands.</p> <ul style="list-style-type: none"> • Julie and Heather attended the Leadership Oshkosh graduation for Qamar and Anne. Thank you for being adjunct board members for the past year. • Community Foundation Grant. In the process of putting together a response. • Tenant space. We need to remove the items. We can tell the landlord we are ready to turn back over. • Sam.gov. We need to renew our membership. • DFI registration. We need to renew. 	
Julie	<p>Recapitalization</p> <p>The Board may move into closed session for the purpose of discussing competitive strategy, personnel issues, contract negotiations, or other issues requiring confidentiality.</p> <p>Chris moves into closed session. Mary seconds. Motion approved.</p> <p>Brenda moves out of closed session. Chris seconds. Motion approved.</p> <p>Julie will be reaching out to all board members about what role you want to have on the board / committees and what you want to contribute the recap.</p>	
	Next meeting date is 06/23/2025	

	Meeting adjourned at 7:54 pm	
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