



**EFC Board of Directors Meeting**

**February 8, 2021, 6:00 to 8:00**

**Via Zoom**

**FINAL**

**Directors Present:** *Jennifer Anderson, Sue Jaeger, Seth Kuhl-Stennes, Michelle Spangler, Brenda Burmeister, Amanda Degener, Therese Genis, Desiree Olson, Autumn Brennan*

**Directors Absent: None**

**Staff Present:** *John Lacaria, Patrisha Deutsch, Anne Gazzola*

**Guests:** *Tim Kamin*

**Call to order:**

Sue called the meeting to order at 6:05 PM.

Amanda read the International Cooperative Alliance's definition of a cooperative.

Brief review of the Retreat with LaDonna.

Owner Comments: None

Preliminaries:

Seth moved to approve the agenda. Amanda seconded the motion. Upon vote, the motion carried 9:0.

Michelle moved to approve the amended January Minutes. Brenda seconded the motion. Upon vote, the motion carried 9:0.

**Board Education:**

Union Negotiation Process Presentation from Tim Kamin

**GM Time:**

PPP (Payroll Protection Program) forgiveness in late March. Trends for prepared foods in the deli. Are self-service food bars coming back? It was 30-40% of deli sales. Hot/cold bar has been sitting empty for a year. Hope that it comes back? Find a new way to meet customer's needs? May want to look at a redo of the back corner of the store.

**Executive Limitations Monitoring Report:**

B1 Quarterly Financial Condition

John reports compliance on B1.1 – B1.12. John reports non-compliance on B1.13. Our target margin minus labor percentage is 15% and I anticipate we will reach this percentage by the end of the fiscal year.

**Brenda moved to accept John's report on compliance with Executive Limitation Monitoring Policy B1. Jennifer seconded the motion. Upon vote, the motion carried 9:0.**

**Michelle moved to accept John's proposed changes to B10 and B11. These changes clarify his reporting to the board. Seth seconded the motion. Upon vote, the motion carried 9:0.**

#### **Board Monitoring:**

C3 Annual Agenda Planning & C4 Board Meetings

**Michelle moved to accept the report on compliance with Policy Monitoring Policy C3. Brenda seconded the motion. Upon vote, the motion carried 9:0.**

**Michelle moved to accept the report on compliance with Policy Monitoring Policy C4. Amanda seconded the motion. Upon vote, the motion carried 9:0.**

#### **Governance Committee:**

**Michelle moves to accept the current Governance Committee Charter with no changes. Amanda seconded the motion. Upon vote, the motion carried 9:0.**

Each BOD member has 4 bylaws to review. Will discuss at the next Governance Committee Meeting.

#### **Finance Committee:**

**Jennifer moves to accept the current Finance Committee Charter with no changes. Amanda seconded the motion. Upon vote, the motion carried 9:0.**

#### **Board Development Committee:**

Committee meeting focused on DEI work.  
March Education- Co-op Values through a DEI lens.

John and Molly will be looking at the BOD recruitment packet. Goal is to simplify and update from a DEI perspective.

#### **Owner Engagement Committee:**

Working on a plan to engage with Owners with DEI work.

**Strategic Planning Committee:**

Will get additional solar information out to the board this week.

Owner Comments: None

Brenda moved to adjourn the meeting. Autumn seconded the motion. Upon vote, the motion carried 8:0 (Seth absent). Meeting adjourned at 8:04 pm.