



EFC Board of Directors Meeting

January 10, 2022, 6:00-8:00pm

Virtual

Directors Present: Michelle Spangler, Smita Dolan, Sadie Paschke, Amanda Degener, Sue Jaeger, Therese Genis, Desiree Olson, Joleen Baker, Seth Kuhl-Stennes

Directors Absent: N/A

Staff Present: John Lacaria, Amy Gilbert

Call to Order:

Amanda Degener, Board President, called the meeting to order at 6:10 pm.

Therese Genis, Chair of the Owner Engagement Committee, led a Diversity, Equity, Inclusion and Justice reflection activity.

Owner Comment Period:

There were no owner comments.

Preliminaries:

Therese motioned to approve the agenda as written. Sue Jaeger seconded the motion. Upon voting, the motion carried 9:0.

Sue motioned to approve the December meeting minutes as written. Michelle Spangler seconded the motion. Upon voting, the motion carried 9:0.

Board Education:

Desiree Olson, Chair of the Finance Committee, presented on Financial Analysis for Non-Finance Leadership.

General Manager Time:

John Lacaria, General Manager, provided updates from the store.

- The store has been facing operational challenges due to staffing issues. By Tuesday, January 18, the number of employees on quarantine should be down to 2.

- John is starting the budgeting process for FY 2023 in the coming weeks. The store brought in about 9 million dollars in revenue in the first half of this fiscal year and John is hoping to surpass 18 million dollars by the end of the fiscal year.

Sue asked if there are any plans to adjust store hours. John shared that the beverage bar has continued to adjust its hours as needed due to staffing challenges. He shared that the full-service case may need to close early while the new Meat and Seafood Manager is being onboarded.

Shopper Survey Question Discussion:

Amanda discussed her proposed questions for the upcoming Shopper Satisfaction Survey. The board discussed and decided to submit the following two questions to Tucker Gerrick, Marketing Manager, for review:

1) As the Northeast Minneapolis community continues to develop, the co-op may be presented with opportunities to grow or expand in the future. If Eastside Food Co-op is able, what type(s) of growth do you prefer for the Co-op in the next ten years? Rank up to three options in order of preference (1 = most preferred, 2 = second most preferred, 3 = third most preferred).

- Opening an additional store
- Expansion in current location (bigger store)
- Open an affiliated business (ex: bakery, daycare facility, bicycle shop, etc.)
- Acquisitions/conversions of non-co-op stores
- Offering new product lines at the current location
- Co-op should not expand
- Other
- Expansion by relocating store to a different location

2) One of the triple bottom lines for co-ops is Sustainability. Rank the options you would like the co-op to pursue. 1 is highest 5 is less.

- Replace our outdated Solar array
- Reduce plastic packaging in items stocked
- Provide consumer guides/education of products to allow for more informed choices
- Provide education for owners for zero waste initiatives/recycling how-to/etc
- Other _____(what would you like to see)

Board Monitoring Report:

Michelle Spangler, Policy Governance Committee Chair, reported Board compliance with C3 policy monitoring and motioned to approve the reporting. Smita Dolan seconded the motion. Upon voting, the motion carried 9:0.

Committee Reports:

Policy Governance

Michelle motioned to amend policy C3.3b in order to make the board's DEI updates to the owners more relevant and flexible. The committee proposes the following phrasing: The Board will provide an annual

diversity, equity, and inclusion (DEI) update to owners. Seth Kuhl-Stennes seconded the motion. Upon voting, the motion carried 9:0.

Finance

Desiree shared that there are no Finance Committee updates.

Board Development

Smita shared that she, Sadie, and Amanda have been discussing updates to the committee charter and that the charter will be reviewed at the upcoming committee meeting.

DEI/Owner Engagement

Therese shared that she will send out the proposed update to the committee charter. She shared that she, Michelle, and Amanda are working on the C policies. Charter should be ready to approve at the March board meeting.

Strategic Planning

Seth shared the proposed amended Strategic Planning Committee charter discussed at last month's Strategic Planning Committee meeting. He motioned to approve the amended charter as written. Michelle seconded the motion. Upon voting, the motion carried 9:0.

Seth also shared that he is awaiting for a reply from Joshua about potential dates for a board retreat and that he will share a poll with board members in the coming week.

Adjourn:

Sue motioned to adjourn the meeting at 8:07 pm. Sadie seconded the motion. Upon voting, the motion carried 9:0.