



EFC Board of Directors Meeting

February 14, 2022, 6:00-8:00pm

Virtual

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

Directors Absent: Therese Genis

Staff Present: John Lacaria, Amy Gilbert

Call To Order:

Amanda Degener, Board President, called the meeting to order at 6:03 pm.

Owner Comment Period:

There were no owner comments.

Preliminaries:

Amanda shared that the board will be using a Consent Agenda beginning at the March board meeting.

Sadie Paschke motioned to approve the agenda. Sue Jaeger seconded the motion. Upon voting, the motion carried 8:0.

Sadie motioned to approve the January meeting minutes. Smita Dolan seconded the motion. Upon voting, the motion carried 8:0.

General Manager Time:

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

- John requested an update on the shopper satisfaction survey from Tucker Gerrick, Marketing Manager. The survey opened on February 2 and invites were sent to owners via email. The survey received 588 respondents the first afternoon it was sent out. Phase 2 of the survey will consist of outreach to non-owners and will begin Monday, February 21. The survey will be advertised through signage in-store, informational postcards, and social media promotions. Tucker updated the target number of respondents to 1000 which should increase the variety of people responding to the survey and represent approximately 1/10 of Eastside's owners.

- Minneapolis Mayor Jacob Frey lifted vaccine requirements for indoor dining last week. Eastside's steering team will meet this week and discuss when to reintroduce tables to the beverage bar. Store management is hoping to get feedback from staff about whether to continue the mask requirement once the mandate is lifted.
- The store is approaching full staffing levels. The beverage bar and full-service meat case are in the process of returning to normal hours. While the store continues to face supply chain issues, it is stocked by one of the highest performing distribution warehouses in the country for UNFI, so Eastside's shelves are better stocked than many conventional grocers.

Energy Audit Conversation:

Sadie Paschke, Board Development Committee Co-Chair, shared a Co-op Energy Assessment presentation.

Board Education:

Seth Kuhl-Stennes, Strategic Planning Committee Chair, presented on the history of the board's solar project explorations.

Executive Limitations Monitoring Reports:

John discussed his executive limitations monitoring for policies B1 and B3.

Sue motioned to accept John's policy monitoring on policies B1 - Financial Condition and Activities and B3 - Asset Protection. Seth seconded the motion. Upon voting, the motion carried 8:0.

Board Monitoring Report:

Michelle reported partial compliance with the C4 policy Board monitoring. The 2/7/22 governance committee minutes will demonstrate that the board is partially out of compliance on C4.2 and out of compliance on C4.5. Michelle motioned to accept the reporting. Sadie seconded the motion. Upon voting, the motion carried 8:0.

Committee Reports:

Policy Governance

Michelle Spangler, Policy Governance Chair, shared updates from the most recent Governance meeting. She shared that she, Amanda, and Therese Genis have been working on Global C Policy revisions and are seeking additional feedback from board members.

Finance

Desiree Olson, Finance Committee Chair, shared that the Finance Committee met this month to discuss second quarter financial monitoring reports. She shared that second quarter sales were flat and some factors that John attributed this to are increasing personnel costs and low signup numbers in the January owner drive. The co-op is working with Retail Financial Services to tighten up the month-end closing process. They may also be able to provide insight into how Eastside compares to other stores in terms of financial reporting. The board may be able to utilize Retail Financial Services to evaluate the financial impact of future projects including a solar installation.

Strategic Planning

Seth Kuhl-Stennes, Strategic Planning Committee Chair, shared that the Strategic Planning Committee discussed the solar project at their recent meeting. The committee also discussed plans for the upcoming board retreat. The board retreat discussion will continue at next week's Strategic Planning meeting.

Board Development

Sadie Paschke and Smita Dolan, Board Development Committee Co-Chairs, shared their proposed updates to the committee charter. They requested that board members submit comments prior to the March board meeting, when the Co-Chairs will present the committee charter for a vote.

JEDI

There was no update from the JEDI committee due to the absence of Committee Chair Therese Genis.

Adjourn

Joleen Baker led a closing activity.

Amanda motioned to adjourn the meeting at 8:02 pm. Sue seconded the motion. Upon voting, the motion carried 8:0.