

**Minutes of the
Marquette Food Co-op Board of Directors
June 19, 2018 Meeting**

**Ampersand Coworking Conference Room
132 W. Washington St.**

Start time: Meeting was called to order by president Phil Britton at 6:05 p.m.

Roll call: P. Britton, M. Augustyn, R. Kochis, H. Bush, C. Noordyk, C. Thompson,
M. Linck, C. Morgan.

Absent: A. Cherrette (excused).

Staff: GM Matt Gougeon, Evan Zimmerman, Sarah Monte, Clayton Lesatz.

Public: Kelly Cantway.

II. Preliminaries:

(a) Approval of Agenda & Additions: Agenda was reviewed.

Motion: To approve agenda (*motion by* C. Noordyk, *second* C. Thompson).

Action: Motion passed unanimously.

III. Consent Agenda:

(a) Approval of May Minutes without changes

(b) Electronic Communications: Vote was done on resolution. Range bank has sent back a resolution that has to be signed by a majority of the board.

Motion: To adopt resolution giving management permission to renew MFC's current Line of Credit with Range Bank and also to seek new terms on our existing debt with them.

(*motion* P. Britton, *second* M. Augustyn).

Action: Motion passed via email, 8 yes, 0 no, 1 abstention (P. Britton).

(c) L1 – Customer Treatment (M. Gougeon)

Motion: To approve consent agenda (*motion by* C. Noordyk, *second* C. Thompson).

Action: Motion passed unanimously.

IV. Public Comment Period: None.

V. Board Education: None.

VI. GM Monitoring

(a) Store Report (M. Gougeon): Meijer – not as bad as anticipated, 8-10% growth has stopped since Meijer. Flat growth compared to June last year. Biggest hit is in produce, not sure why. Bulk is also down, not sure why. Body care and grocery down 10%. Beer and wine down 6%. Prepared foods and general merch continue to grow. Flat growth can be looked at as a kind of success compared to what the projections with Meijer opening were. Board inquired if this was all Meijer, uncertain, but Meijer is most likely the cause. Other stores, Wal-mart, has taken a

large hit – just rumored. Other primary grocery stores have probably taken larger hits. We will be opening online store soon. All the products will be different than what is in store to provide an expansion of selection. Prepared foods will eventually be available. Online store will take over special orders. Board inquired about shipping and the cost. It was noted that Meijer rolled out their online ordering and there was buzz about it in town. Board inquired about basket prices going up or down in relation to Meijer opening – basket prices have dropped by two dollars.

Loyalty program coming soon. It is a member benefit – a penny a point. You can save them or spend them in five dollar increments. Program is run through catapult – could cost 30,000 dollars a year. Hoping to drive sales by creating incentive. Is linked to coupons that are individualized. E. Zimmerman and S. Monte clarified that coupons will come through email and/or at the checkout.

VII. Outreach Reports

(a) Outreach Report (S. Monte): New pamphlets geared towards tourists are being sent out to areas (welcome centers, maybe hotels) throughout the UP. Cooking class schedules are out and many are filled up. *Taste the Local Difference* magazine is out and is awesome. Board noted that word with school aged children is increasing. Programs are reaching out to the coop to with grant money to do classes with Teaching Family Homes and Big Brothers Big Sisters.

(b) UP Food Exchange Report (S. Monte): Policy committee has been doing work to push for policy changes with beekeeping. Board showed interest in being more informed about policy committee.

VIII. Second Public Comment Period: None.

IX. Board Monitoring & Discussion

(a) Committee Reports:

(i) GM Evaluation (P. Britton, R. Kochis, C. Noordyk, C. Thompson): Revised procedures.

(ii) Finance Committee (P. Britton, R. Kochis, H. Bush, C. Thompson): MG talked about current loans. Talked about interest rates rising and ours is not that bad. Looked at items on expense report, computer expenses seemed excessive, accounting fee was noticed but is just a one time charge.

(iii) Communications Committee (C. Noordyk, C. Morgan, M. Augustyn, H. Bush): Did not meet.

(iv) Elections & Nominations (M. Augustyn, H. Bush): Did not meet.

(v) Board Education & Orientation (C. Morgan, M. Augustyn, P. Britton): Met and talked about revising charter, outlining orientation. Spoke about new speakers to bring in for education. Look at programs like IDI.

(b) Board Terms Begin and End: Welcome to the table M. Linck.

(c) Officer Elections:

President: P. Britton was nominated by R. Kochis, (*second C. Morgan*).

Action: P. Britton elected unanimously.

Vice President: C. Noordyk was nominated by M. Augustyn.

M.P. Linck was nominated by H. Bush. M. Linck declined.

Action: C. Noordyk elected unanimously.

Treasurer: R. Kochis was nominated by C. Noordyk.

Action: R. Kochis elected unanimously.

Secretary: M. Augustyn was nominated by C. Morgan.

Action: M. Augustyn elected unanimously.

Resolution from bank was promptly signed once officers were elected.

(d) Form Committees:

GM Evaluation: P. Britton, C. Thomson, M. Linck

Finance: C. Thompson, H. Bush, R. Kochis, P. Britton

Communications: C. Morgan, C. Noordyk, M. Augustyn

Elections and Nominations: M. Linck, H. Bush, R. Kochis

Board Education and Orientation: C. Morgan, M. Augustyn

(e) CCMA Report: “Evolution of the Co-op”

M. Gougeon – Keynote speaker – spoke about the worlds food system in danger of collapse. Big take-away – we are an innovative leader in comparison to other co-ops. We have moved past many issues that other coops still are stuck on. We are not bogged down. We are moving forward in a positive, looking into technology, being positive. We do not have people in our organization that are bogging down change and growth. We need to address inclusivity in our organization. How are we hiring people? In what part of the community? Maybe we hire a certain kind of person. Should we cast the net farther? The board suggests (enthusiastically) that keeping talks of diversity at the fore-front. C. Morgan talked about International Diversity Index (IDI). The board is interested in using this tool to evaluate the board and get suggestions on improvement in diversity. The board hopes to set a tone of openness and acceptance in the co-op. C. Noordyk is going to forward some videos. She spoke about board compensation and found that we are on par with other co-ops our size. She heard of a program that is funded through the durahm co-op and a round-up at the register to give to low income customers. This spoke volume about the co-op plus the community coming together to help other people in the community that are low-income. There were also programs to stock peoples shelves: deep discounted beans, five dollar dinners, four dollar lunches, bags of potatoes to each customer.

(f) Board Work and Action Items: None.

X. Third Public Comment: Evan Zimmerman talked about the owner rewards program again and how it will make the co-op more accessible to the public. It may start off small but can have the potential to expand. There are many services that can be incorporated and added to the online store.

XI. Closings

(a) July Assignments:

- i. Store Report (M. Gougeon)
- ii. Outreach Reports (S. Monte)
- iii. Nomination Committee Work Begins
- iv. Board Monitoring 1st Quarter
- v. Consent Agenda:
 1. Approval of June Minutes
 2. Electronic Communications
 3. L6 – Budgeting and Financial Planning (M. Gougeon)

XII. Motion to adjourn (*motion by C. Noordyk, second R. Kochis*).

Action: Motion passed unanimously.

Next Board Meeting: July 17, 2018 at 6:00 p.m.

Michelle Augustyn
Board Secretary