

**Minutes of the  
Marquette Food Co-op Board of Directors  
Online Meeting  
March 16, 2021**

**Start time:** Meeting was called to order by president Phil Britton at 6:04 p.m.

**Roll call:** M. Augustyn, B. Bouton, P. Britton, H. Bush, K. Cantway, A. Cherrette, Z. Eppensteiner, R. Kochis, M. Linck, C. Noordyk, K. Pierfelice.

**Absent:** None.

**Staff:** GM Matt Gougeon, Sarah Monte, Evan Zimmerman.

**Public:** Leora Tadgerson.

**II. Preliminaries:**

- (a) Approval of Agenda & Additions: The meeting was conducted online. President Phil Britton welcomed new board members Brian Bouton and Kevin Pierfelice.

*Motion:* To approve agenda without changes (*motion by A. Cherrette, second C. Noordyk*).

*Action: Motion passed unanimously.*

**III. Consent Agenda:**

- (a) Electronic Communications  
(b) Approval of February Minutes without changes  
(c) Outreach Report (S. Monte)  
(d) UP Food Exchange Report (S. Monte)

*Motion:* To approve Consent Agenda without changes (*motion by C. Noordyk, second K. Cantway*).

*Action: Motion passed unanimously.*

**IV. Public Comment Period:** Board discussed when it will be able to meet again in person. GM Matt Gougeon congratulated newly elected board members Brian Bouton and Kevin Pierfelice and reelected board member Mary Pat Linck.

**V. Board Education (Leora Tadgerson, NMU):** Leora Tadgerson introduced herself and discussed diversity, equity, and inclusion in the workplace and how lasting changes can be made. Tadgerson discussed developing a DEI strategic plan, planning for evaluation and assessment, and including stakeholders from the community. Discussion was held. Tadgerson shared suggestions for resources to assist the board in this process.

**VI. GM Monitoring:**

- (a) Store Report (M. Gougeon): Written report was provided prior to the meeting. GM reported on February and March sales. Ratio of full-time to part-time staff was noted. GM reported on staffing and noted that some employees are currently quarantining. GM reported on changes to the MFC's phone system. GM also

reported on meeting with Ace Sushi. Discussion was held and the board expressed enthusiasm for sushi at the MFC.

- (b) L4–Membership (M. Gougeon): Board received the report prior to the meeting and came prepared to act. Board discussed that the MFC did not meet its goal of 300 new owners per year in 2020 and discussed whether that goal remains feasible.

*Interpretation reasonable: Yes.*

*Adequate Data to determine compliance/accomplishment: Yes.*

*Does the data demonstrate compliance/accomplishment: No.*

*Was there an acceptable plan including a timeline for compliance/accomplishment: Yes.*

*Report was accepted with acknowledgment of non-compliance.*

- (c) Annual Ends Report (M. Gougeon): The board received the report prior to the meeting and came prepared to act. Board discussed the report and discussed the increase in the Double Up Food Bucks program. Discussion was held about the Ends and reflecting on whether they need to be reevaluated to better serve the MFC in the future. Board discussed the MFC’s role in maintaining connection in the community. Outreach efforts during the pandemic were discussed and ideas for building community connection were discussed.

*Interpretation reasonable: Yes.*

*Adequate Data to determine compliance/accomplishment: Yes.*

*Does data demonstrate compliance/accomplishment: Yes.*

*Report was accepted as in compliance.*

## **VII. Public Comment Period: None.**

## **VIII. Board Monitoring & Discussion:**

### **(a) Committee Reports and Discussion:**

- i. GM Evaluation (P. Britton, C. Noordyk, R. Kochis, M. Augustyn, M. Linck): Did not meet.
- ii. Finance (R. Kochis, P. Britton, H. Bush, Z. Eppensteiner): Met and discussed March sales in comparison to last year’s sales. Committee discussed benefits and risks related to paying off some of the MFC’s long-term debts. GM discussed the current position of the MFC and changes in the grocery industry. Discussion was held about patronage rebate and potential changes to the bylaws.
- iii. Owner Linkage (K. Cantway, C. Noordyk, A. Cherrette): Committee reported on polling questions for the Annual Meeting. Meeting agenda, book recommendation, and attendance at board meetings for other organizations were discussed.

- iv. Elections & Orientation (M. Linck, H. Bush, R. Kochis, Z. Eppensteiner): Orientation will be held the second Tuesday of April and May. Committee has developed a master board binder, which will be given to the Board Secretary who will maintain updates. Roles of the Secretary and the Elections & Orientation Committee related to maintaining hard copies and electronic copies of binders and policies were discussed. Board members requested hard copies of meeting documents in the future. Board members that wish to have only electronic copies of documents may opt out of receiving hard copies of meeting materials.
  - v. Governance (P. Britton, A. Cherrette, M. Augustyn, K. Cantway): Did not meet.
  - vi. Anti-Racism Ad Hoc (A. Cherrette, Z. Eppensteiner, P. Britton, H. Bush, C. Noordyk): Committee met and reported on opportunities and discussed assessment from GM.
- (b) Policy Review: Each month policies are reviewed by survey. Governance committee will revise policies and email board to vote to approve policy changes by email or at the following board meeting. Board discussed moving Policy Review before Committee Reports on future meeting agendas.
- i. G8–Vice President’s Role: Results from survey and comments were reviewed. Governance Committee will draft revised policy for board approval.
  - ii. D3–Delegation to the General Manager: Results from survey and comments were reviewed. Governance Committee will draft revised policy for board approval.
  - iii. G10–Secretary’s Role: Results from survey and comments were reviewed. Governance Committee draft revised policy for board approval.
- (c) Board Elections: Results of election were discussed previously in the meeting. No further discussion was held.
- (d) Annual Membership Meeting: Discussion was held during Owner Linkage report. Annual Meeting will be Thursday, March 18.
- (e) Begin CCMA Planning: CCMA will be virtual again this year. Board members that wish to attend should contact GM.

**IX. Board’s Annual Plan of Work:** No discussion was held.

**X. Public Comment Period:** None.

**XI. Closings:**

(a) April Assignments:

- i. Update Directory
- ii. Earth Day
- iii. Orientation Procedure Begins
- iv. Store Report (M. Gougeon)
- v. L8–Communication and Counsel to the Board (M. Gougeon)
- vi. D4–Monitoring General Manager Performance (M. Gougeon)
- vii. Committee Reports and Discussion
- viii. Consent Agenda:
  1. Electronic Communications
  2. Approval of March Minutes
  3. Outreach Report (S. Monte)
  4. UP Food Exchange Report (S. Monte)

**XII. Motion to adjourn at 8:42 p.m.** (*motion by A. Cherrette, second K. Cantway*).

*Action: Motion passed unanimously.*

**Next Board Meeting: April 20, 2021 at 6:00 p.m.**

Emily Weddle  
Board Recorder