

**Minutes of the  
Marquette Food Co-op Board of Directors  
March 18, 2025 Meeting**

**Start time:** Meeting was called to order by vice president N. Frischkorn at 6:00 p.m.

**Roll call:** M. Augustyn (zoom), M. Danz (zoom), M. Dewar, N. Frischkorn, O. Kingery, R. Kochis, A. McGrath, T. Rulseh, E. Sally (zoom).

**Absent:** None.

**Staff:** GM Matt Gougeon, Sarah Monte, Kat Eaton, Kim Sheridan, Bri Larson (zoom) Evan Zimmermann (zoom).

**Public:** Greg Hoffman, Antonio Adan.

**II. Preliminaries:**

- (a) Approval of Agenda & Additions: Agenda was reviewed. Item V. "Accountant Presents Year End Financials to the Board" was removed and postponed to a future meeting.

**III. Consent Agenda:**

- (a) Electronic Communications
- (b) Approval of February Meeting Minutes
- (c) Outreach Report (S. Monte)
- (d) UP Food Exchange Report (S. Monte)

***Motion: To approve agenda and consent agenda with changes (motion by T. Rulseh, second O. Kingery).***

***Action: Motion passed unanimously.***

**IV. Public Comment Period: None.**

**V. Board Education: An Eggucation on Eggs (O. Kingery)** O. Kingery presented about eggs. Egg varieties and nutritional benefits were reviewed as well as egg-laying breeds of chickens. O. Kingery reported that local eggs are generally humanely raised. The current egg shortage was discussed. O. Kingery discussed the spread of H5N1 which has a very high mortality rate in chickens and has resulted in infected flocks being euthanized to reduce the spread. Differences between large-scale poultry farms and smaller local egg producers were discussed. Biosecurity measures for local farms were also discussed.

**VII. GM Monitoring:**

- (a) Store Report (M. Gougeon): GM reported on sales metrics. The prepared foods remodel has been delayed. GM reported on recent repairs and expenses. Bakery updates were discussed. Discussion was held about office space needs and the current leased space. Board discussed anticipated growth and the potential to explore options for expanding the current location. Parking needs were discussed. GM will get more information and will seek external input on options for the MFC's current space.

- (b) L4 – Membership (M. Gougeon): Board received the report prior to the meeting. Board discussed additional Outreach efforts that are part of MFC operations that could be included in the evidence in support of the report.

*Operational definition/interpretation reasonable: Yes.*

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

*Does the data demonstrate compliance/accomplishment: Yes.*

*Report was accepted as in compliance.*

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

### (a) Committee Reports and Discussion:

- i. GM Evaluation (M. Augustyn, M. Danz, M. Dewar, R. Kochis, T. Rulseh): Did not meet.
- ii. Finance (R. Kochis, M. Danz, M. Dewar, T. Rulseh): Met to discuss February sales which were strong. Committee reviewed debt and real estate options. Committee discussed ERC. GM reported that the IRS informed the MFC of an overpayment from a prior tax year.
- iii. Community Engagement (N. Frischkorn, M. Augustyn, O. Kingery, E. Sally): Planning for Earth Week is underway.
  1. Plan Board Social: O. Kingery offered to host the board at her farm in early June or July.
  2. Annual Membership Meeting: Meeting will be held April 4. S. Monte invited board members to volunteer to help staff the meeting. R. Kochis, M. Danz, and M. Augustyn volunteered to arrive early. Meeting agenda was discussed. Bylaws Committee will discuss presentation for summary of bylaws changes. Board discussed having hard copies of the proposed changes on tables at the meeting or having a QR code for attendees to access documents during the meeting. It was suggested that the board explain the reasoning for the proposed changes. Voting procedures were discussed. It was noted that the bylaws require a simple majority vote, which they would likely work with a show-of-hands at the meeting. QR code voting by phone will be available as a back-up plan.
- iv. Elections & Orientation (R. Kochis, O. Kingery, A. McGrath): Committee met and will begin planning orientation.
- v. Governance (M. Augustyn, N. Frischkorn, A. McGrath, T. Rulseh): Did not meet.
- vi. Diversity, Equity, and Inclusion (E. Sally, O. Kingery): Did not meet.

1. DEI Committee Report Due 4/12 for May publication: E. Sally will work on the report.

(b) Begin CCMA Planning: Board members discussed attendance for upcoming CCMA meeting in Duluth. M. Danz, M. Dewar, A. McGrath, and T. Rulseh are planning to attend.

**IX. Public Comment Period:** The board welcomed new board members in attendance.

**X. Closings:**

(a) April Assignments:

- i. Update Directory
- ii. Begin Calendar Planning
- iii. L8 – Communication and Counsel to the Board
- iv. Accountant Presents Year End Financials to the Board
- v. Store Report (M. Gougeon)
- vi. Committee Reports and Discussion
  1. DEI Committee Report Due 4/12 for May publication (DEI)
  2. Orientation Procedure Begins (Elections and Orientation)
  3. Earth Day Cleanup (Community Engagement)
- vii. Consent Agenda
  1. Electronic Communications
  2. Approval of March Minutes
  3. Outreach Report (S. Monte)
  4. UP Food Exchange Report (S. Monte)

**XI. *Motion to adjourn at 8:01 p.m. (motion by T. Rulseh, second A. McGrath).  
Action: Motion passed unanimously.***

**Next Board Meeting: April 15, 2025 at 6:00 p.m.**

Emily Weddle  
Board Recorder