

**Minutes of the  
Marquette Food Co-op  
Annual Meeting of Owners  
Northern Center at Northern Michigan University  
April 4, 2025**

**Start time:** Meeting began at 5:45p.m.

**Roll call:** M. Augustyn, M. Danz, M. Dewar, N. Frischkorn, O. Kingery, R. Kochis, A. McGrath.

**Absent:** T. Rulseh (*excused*), E. Sally (*excused*).

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

**Public:** MFC owners, staff, and members of the public.

- I. Welcome (Sarah Monte, Outreach Director):** S. Monte thanked everyone for attending and expressed her thanks to MFC staff, the Westerly Winds Big Band, and NMU. Monte announced the Annual Earth Day Clean-up on Saturday, April 26 from 11am–2pm and a UPEC event at Peter White Public Library on April 5. Monte announced that the MFC is investing in a new website and unveiled the new logo. The rationale for changing the logo was discussed, and Monte shared that the word-cloud generated at last year’s Annual Meeting helped inform the store’s rebranding process.
- II. Report from the Board of Directors (Michelle Augustyn, Board President):** M. Augustyn thanked everyone for attending and thanked MFC staff and Outreach Director Sarah Monte for all of their work coordinating the Annual Meeting. M. Augustyn introduced herself and noted that she is serving her third and final term and will be stepping off the board. Board members introduced themselves. M. Augustyn acknowledged departing board members N. Frischkorn and R. Kochis and introduced newly elected board members Antonio Adan, Greg Hoffman, Stephanie Weaver and re-elected board member Tom Rulseh.

M. Augustyn discussed proposed changes to the MFC bylaws and gave background about the bylaws revision process. The following changes were discussed:

- Grammatical and stylistic changes were made.
- MFC’s address was updated.
- Language was modified to allow the Annual Meeting to be held in March or April.
- Quorum requirements were updated.
- An indemnification clause was added to provide legal protection to board members acting in the co-op’s best interest.
- Terms for expulsion/reinstatement of board members and owners were updated and procedures were clarified.

***Motion: To approve changes to the Marquette Food Co-op’s Bylaws as presented to the membership by the co-op Board of Directors prior to this Annual Meeting (motion by N. Frischkorn, second M. Dewar).***

The board invited questions from attendees prior to voting. Owners inquired about board insurance, which the board responded it has in place. The board responded to a question about expulsion and reinstatement of members and board members. The board explained that the update makes the procedure the same for board members and owners. There was a question about section 2 in the bylaws. The board explained that the prior language was more specific, which left out certain groups, while the new language seeks to be more inclusive and enables work to be further directed in the policies. GM added that the board also updated its policy register which includes a policy on diversity, equity, and inclusion. The policies directly impact the operations of the MFC in its treatment of customers and staff. It was noted that when the bylaws were originally written, there was no policy governance model at the MFC.

***Members in attendance voted by show of hands.***

***Action: Motion passed by majority vote.***

- III. Report from the General Manager (Matt Gougeon, GM):** GM Matt Gougeon reported on the work from the past year. GM reported that the MFC has a very solid gross margin that is consistent from year to year. GM discussed revenue and personnel costs, maintenance and repairs, and the prepared foods remodel. GM reported that 2024 was a profitable year and noted that the board allocated funds for a patronage dividend. GM expressed that the MFC and its owners have much to be proud of.
- IV. Q&A:** GM welcomed questions from attendees.
- a) *How does the MFC work to utilize local businesses in the community?*  
GM reported that the MFC is the single largest purveyor of local food in the UP, noting that 9% of the MFC's product is locally grown, raised, or made in the UP. GM also noted that the Ends Report shows local services utilized by the MFC.
- b) *Member expressed their thanks for bringing back the seating area in the store.*
- c) *Member inquired about online ordering and commented about growth and expansion.*  
GM reported that the webstore was closed this year due to low use. He pointed to national trends among co-ops. GM reported that there is no plan to relocate, but the board would like to consider expanding within the store's current location.
- d) *MFC owner encouraged the board to consider expanding in Negaunee.*  
GM reiterated that there is no current plan to relocate.
- V. Closings:** Monte thanked staff that attended and invited guests to enjoy dinner.

Meeting adjourned at 6:43 p.m.

Emily Weddle  
Board Recorder