

**Minutes of the
Marquette Food Co-op Board of Directors
August 19, 2025 Meeting**

Start time: Meeting called to order by president T.Rulseh at 6:02 p.m.
Roll Call: A. McGrath, T. Rulseh, M. Danz, G. Hoffmann, S. Weaver, A. Adan, O. Kingery, A. Berger (Zoom),
Absent: M. Dewar, E. Weddle (excused)
Staff: GM Matt Gougeon, Sarah Monte, Kat Eaton, Kelly Cantway, Bri Larson, E. Zimmerman (Zoom)
Public: Tony Alongi (Zoom)

II. Agenda Overview and Approval

III. Consent Agenda

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

Motion to approve agenda and consent agenda (motion by G. Hoffman, second S. Weaver)

Action: Motion passed unanimously.

IV. Public Comment Period:

S.Weaver: bringing a message from the public, received a complaint about the cost of carrot cake and the relative size of the carrot cake over time getting smaller. Member of public would like to see either the price go down or the size be consistent. Bri said in the future we can direct them to customer suggestions in store or online, so that it ensures the message is getting to the right people.

V. Board Education

- (a) National Cooperative Grocers (Tony Alongi): Tony Alongi, research manager for NCG, point of contact for anything we need within NCG, business service co-op that MFC belongs to, created in 2004, here to provide the “virtual chain” the large scale benefits without losing the feel of the small co-op, NCG is owned by 167 Food Co-ops, and NCG has 116 support and service staff members, benefits of being an owner include saving money, purchasing power, and NCG benefits including marketing, training material, and retail tools and research.

T. Alongi exited the Zoom at 6:47 p.m.

- (b) Policy Governance and Review Bylaws: T. Rulseh mentioned section 11 of the Bylaws that covers the duties of the board, and linked that to the Executive Limitations in the Policy Register, and reminded us all to take time to go over both documents in those areas and think about what it is we do on

the board.

Matt said that in the past the board has offered some training via policy governance and that it is possible for us to get someone to come in and talk about how it all works.

VI. GM Monitoring

- (a) Store Report (M. Gougeon): Written report was provided prior to meeting.
GM: July was a banger of a month, record sales, first time we have crested \$1.4 million in a month, more than a thousand customers in a day, average basket up, all good metrics we want to see in the month of July which is also happening in August and we may anticipate record sales in the month of August. Patronage dividend is in the works, returning a total of \$193,000 by a target date of September 9th. Front doors are being replaced. Manager and Supervisor training went really well. Upcoming Health Benefit Renewal, minimal increase in the overall price which our generally healthy staff helps keep the overall cost down, the plan begins November 1.

- (b) L5 – Financial Condition 2nd Quarter (M. Gougeon): Board received the report prior to meeting and came prepared to act

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.

VII. Board Monitoring and Discussion

- (a) Committee Reports and Discussion:

- i. GM Evaluation (A. Adan, M. Danz, M. Dewar, T. Rulseh)
 1. Approve Committee Charter and Procedures: met and wrote a charter that was circulated with everyone prior to the meeting,

Motion to approve charter (motion by A. McGrath, second A.Berger)
Action: Motion passed unanimously
- ii. Finance (A. Berger, M. Danz, M. Dewar, G. Hoffmann)
 1. Approve Committee Charter and Procedures: met but did not work on the charter yet, will keep that on the to-do list.
 2. Fresh Feed article due 8/8 for September publication.
- iii. Community Engagement (O. Kingery, A. McGrath, S. Weaver)
 1. Approve Committee Charter and Procedures: already met, charter will be uploaded by the next meeting

- iv. Elections and Orientation (A. Berger, O. Kingery, A. McGrath)
 - 1. Approve Committee Charter and Procedures: met and updated charter which is uploaded with minimal changes mostly including tightening language and being more concise

Motion to approve charter as amended (motion by T. Rulseh, second O. Kingery)

Action: Motion passed unanimously.

- 2. Committee Work Begins

- v. Governance (A. Adan, A. McGrath, T. Rulseh)
 - 1. Approve Committee Charter and Procedures: met and updated charter, A. McGrath is the committee chair.

Motion to approve charter as amended (motion by A. McGrath, second S. Weaver)

Action: Motion passed unanimously.

- vi. Diversity, Equity, & Inclusion (O. Kingery, S. Weaver, G. Hoffmann)
 - 1. Approve Committee Charter and Procedures

- (b) NCG Revised Agreements: M. Gougeon reviewed the revised NCG Agreements which had been circulated to the Board prior to this meeting. He then solicited comments from the Board. Discussion followed. Matt will act as our designated representative in ongoing discussions with NCG. A final draft should be available later this year.

VIII. Public Comment Period: none

IX. Closings

(a). September Assignments:

- i. Board Education: Recycle 906
- ii. L2 – Staff Treatment (M. Gougeon)
- iii. L3 – Compensation and Benefits (M. Gougeon)
- iv. Store Report (M. Gougeon)
- v. Committee Reports and Discussion
 - 1. Elections and Orientation Fresh Feed Article Due 9/12 for October Publication (Elections and Orientation Committee)
 - 2. Begin GM Evaluation Process (EM Evaluation Committee)
 - 3. Quarterly Review of Limitations Policies (Governance Committee)
 - 4. Board Budget Review (Finance Committee)
 - 5. Finance Committee, DEI, and Community Engagement Charters
- vi. Consent Agenda:
 - 1. Electronic Communications
 - 2. Approval of August Minutes

3. Outreach Report (S. Monte)
4. UP Food Exchange Report (S. Monte)

X. Adjourn: *Motion to end meeting at 8:01 p.m. (motion by A. McGrath, second G.Hoffmann)*
Action: Motion passed unanimously.

Next Board Meeting: September 16, 2025.

Olivia Kingey
Board Secretary