

**Minutes of the
Marquette Food Co-op Board of Directors
September 16, 2025 Meeting**

Start time: Meeting was called to order by president T. Rulseh at 6:01 p.m.

Roll call: M. Danz, M. Dewar, G. Hoffmann, O. Kingery, A. McGrath (Zoom), T. Rulseh, S. Weaver (Zoom).

Absent: A. Adan (excused), A. Berger (excused)

Staff: GM Matt Gougeon, Sarah Monte, Kat Eaton, Kelly Cantway, Bri Larson, Evan Zimmermann (Zoom)

Public: Josh Wales.

I. Roll Call

II. Agenda Overview and Approval: Agenda was reviewed and no changes were made.

III. Consent Agenda:

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

Motion: To approve agenda and consent agenda without changed (motion by O. Kingery, second M. Dewar)

Action: Motion passed unanimously.

IV. Public Comment Period: Discussion was held about whether board meetings should be recorded and shared online. The board noted that meeting minutes are posted publicly on the website and provide summaries of discussion and decisions made by the board. The importance of transparency was discussed. S. Monte shared that she has reviewed many co-op websites and has not seen any other co-ops posting recordings of meetings. The topic will be discussed further by Governance Committee and DEI to evaluate accessibility, transparency, privacy, and other concerns.

V. Board Education: (Recycle 906) Josh Wales, Landfill Supervisor for Recycle 906 discussed recycling in the Upper Peninsula. Wales shared about recycling operations at the Recycle 906 facility, and low rates of recycling in the Upper Peninsula. Discussion was held and the board thanked Wales for his presentation.

VI. GM Monitoring:

- (a) Store Report (M. Gougeon): Written report was provided prior to the meeting. August was another month of record sales. GM reported on sales metrics. Owner dividends have been distributed. GM reported on changes to the NCG revised agreement. The board received the Employee Guidebook and GM thanked Kelly Cantway for her work on the document.

- (b) L2 – Staff Treatment (M. Gougeon): Written report and supplemental documentation was provided prior to the meeting. Board received the report prior to the 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.

Discussion was held about the Staff Survey.

- (c) L3 – Compensation and Benefits (M. Gougeon): Board received the report prior to the meeting and came prepared to act. GM clarified that the strategy and plans to increase compensation are based on the continued success of the store. GM noted that events and conditions could potentially change, which could disrupt intended plans.

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 & Discussion:

(a) Committee Reports and Discussion:

- i. GM Evaluation (A. Adan, M. Danz, M. Dewar, T. Rulseh):
 1. Begin GM Evaluation Process: Committee will meet to discuss GM response to evaluation and will meet with GM prior to the October board meeting.
- ii. Finance (A. Berger, M. Danz, M. Dewar, G. Hoffmann): Committee met prior to the meeting. Committee reported on patronage dividends and also noted that August sales were good. Committee will be updating its charter and will submit it to the board to review and approve.
 1. Board Budget Review
 2. Approve Committee Charter and Procedures
- iii. Community Engagement (O. Kingery, A. McGrath, S. Weaver): Did not meet. Committee charter has been updated and uploaded to Teams.
 1. Approve Committee Charter and Procedures: No material changes were made to the charter.

***Motion to approve Community Engagement Charter as amended (motion by A. McGrath, second O. Kingery).
Action: Motion passed unanimously.***

- iv. Elections & Orientation (A. Berger, O. Kingery, A. McGrath):
 - 1. *Fresh Feed* Article Due 9/12 for October Publication:
Committee will work on article and will submit it to S. Monte.

Discussion was held about planning for *Fresh Feed* articles. Each committee chair is asked to review the the board calendar to be prepared for upcoming article deadlines. S. Monte reminded Board Chairs that articles are not mandatory but definitely welcome if relevant and substantial.

- v. Governance (A. Adan, A. McGrath, T. Rulseh): Committee will look into the board's open meeting policy.
 - 1. Quarterly Review of Limitations Policy
- vi. Diversity, Equity, and Inclusion (O. Kingery, S. Weaver, G. Hoffmann): Committee met and reviewed charter.
 - 1. Approve Committee Charter and Procedures

Motion to approve and accept DEI committee charter as amended (motion by O. Kingery, second A. McGrath).
Action: Motion passed unanimously.

- (b) NCG Revised Agreements: GM reported that he participated in a virtual member feedback meeting hosted by NCG. Updates to the language of the agreement were noted in the Store Report provided to the board. GM expressed appreciation for Board input as it resulted in beneficial revisions to the proposed draft.

VIII. Public Comment Period: Discussion was held about a healthcare group that inquired about speaking to the MFC.

IX. Closings:

- (a) October Assignments:
 - i. L7 – Asset Protection (M. Gougeon)
 - ii. L11 – Strategic Planning (M. Gougeon)
 - iii. Store Report (M. Gougeon)
 - iv. Set Retreat Date
 - v. Committee Reports and Discussion
 - 1. Begin 3-month Opening for Board Nominations (Elections and Orientation Committee)
 - 2. GM Evaluation (GM Evaluation Committee)
 - 3. Review of Limitations Policies (Governance Committee)
 - 4. Board Budget Finalized (Finance Committee)
 - 5. Co-op Month (Community Engagement)
 - vi. Consent Agenda:
 - 1. Electronic Communications
 - 2. Approval of September Minutes

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

X. *Adjourn: Motion to adjourn at at 7:25 p.m. (motion by G. Hoffmann, second M. Dewar).*

Action: Motion passed unanimously.

Next Board Meeting: October 21, 2025 at 6:00 p.m.

Emily Weddle
Board Recorder