

**Minutes of the
Marquette Food Co-op Board of Directors
October 21, 2025 Meeting**

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

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

Absent: A. McGrath (excused)

Staff: GM Matt Gougeon, Kelly Cantway, Bri Larson, Kim Sheridan, Ethan Willett.

Public: None.

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 September Meeting Minutes
- (c) Outreach Report (S. Monte)
- (d) UP Food Exchange Report (S. Monte)

Motion: To approve agenda and consent agenda without changes (motion by G. Hoffmann, second O. Kingery)

Action: Motion passed unanimously.

IV. Public Comment Period: None.

V. GM Monitoring:

- (a) Store Report (M. Gougeon): Written report was provided prior to the meeting. GM reported on sales metrics. Growth across departments was discussed. GM reported that exterior freezer for cold storage is up and running. GM reported that benefits enrollment has concluded and thanked K. Cantway for her work assisting staff with the enrollment process. GM also reported on NCG joint liability fund and aggregate data from peer cooperatives. GM discussed NCG's Next Level initiative. GM reported on distribution of MFC dividends and noted an error that has been corrected.
- (b) L7 – Asset Protection (M. Gougeon): Written report was provided prior to the meeting and came prepared to act. Board inquired about whether the MFC has any policies related to the use of AI tools. S. Weaver shared about her work relating to AI privacy and intellectual property. S. Weaver will meet with GM for further discussion to explore specific considerations related to AI that may be relevant to Asset Protection policy.

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.

- (c) L11 – Strategic Planning (M. Gougeon): Board received the report prior to the meeting and came prepared to act. GM commented that the report indicates pending data. Discussion was held regarding insufficient data.

Motion to table discussion of L11 – Strategic Planning and move it to the December Agenda (motion by A. Berger, second A. Adan).

Action: Motion passed unanimously.

VI. Board Monitoring & Discussion:

(a) Committee Reports and Discussion:

- i. GM Evaluation (A. Adan, M. Danz, M. Dewar, T. Rulseh):
 1. GM Evaluation: Committee met to review results of GM self-evaluation. Discussion will be held during Closed Session. Results will be presented at the November meeting.
- ii. Finance (A. Berger, M. Danz, M. Dewar, G. Hoffmann): Committee met prior to the meeting.
 1. Board Budget: Committee sent budget proposal prior to the meeting. Committee reviewed proposed increases to cover travel expenses for attendance at CCMA. Board discussed meeting with S. Monte to discuss whether the budget needs to be adjusted for the Annual Meeting. Budget will be finalized at November meeting.
- iii. Community Engagement (O. Kingery, A. McGrath, S. Weaver): Did not meet.
 1. Co-op Month: Committee has been in contact with S. Monte regarding Co-op Month.
- iv. Elections & Orientation (A. Berger, O. Kingery, A. McGrath):
 1. Begin 3-month Opening for Board Nominations: Discussion was held about elections.
- v. Governance (A. Adan, A. McGrath, T. Rulseh):
 1. Review of Limitations Policy: Committee met to begin reviewing L policies.
- vi. Diversity, Equity, and Inclusion (O. Kingery, S. Weaver, G. Hoffmann): Committee met and reviewed policies. Committee discussed the employee handbook and AI policies.

- (b) Set Retreat Date: Board discussed January scheduling conflicts. Tentative date will be January 17, 2026.

VII. Public Comment Period: The board thanked A. Berger for joining on Zoom while traveling.

VIII. Closings:

(a) November Assignments:

- i. L5 – Financial Condition 3rd Quarter (M. Gougeon)
- ii. L9 – GM Succession (M. Gougeon)
- iii. Store Report (M. Gougeon)
- iv. Board Inspiration *Fresh Feed* Article (Due 11/14 for December publication)
- v. Committee Reports and Discussion
 1. GM Evaluation (GM Evaluation Committee)
 2. Accept Limitations Policies (Governance Committee)
 3. Board Budget Finalized (Finance Committee)
- vi. Consent Agenda:
 1. Electronic Communications
 2. Approval of October Minutes
 3. Outreach Report (S. Monte)
 4. UP Food Exchange Report (S. Monte)

IX. *Motion to enter Closed Session at 6:49pm (motion by A. Berger, second O. Kingery).*
Action: Motion passed unanimously.

X. Meeting adjourned at at 7:56 p.m.

Next Board Meeting: November 18, 2025 at 6:00 p.m.

Emily Weddle
Board Recorder