

**Minutes of the  
Marquette Food Co-op Board of Directors  
January 20, 2026 Meeting**

**Start time:** Meeting was called to order by president T. Rulseh at 6:00 p.m.

**Roll call:** A. Adan, M. Danz, M. Dewar, G. Hoffmann, O. Kingery, A. McGrath, T. Rulseh, S. Weaver.

**Absent:** A. Berger (excused)

**Staff:** GM Matt Gougeon, Kelly Cantway, Kat Eaton, Bri Larson, Kim Sheridan, Sarah Monte

**Public:** None.

**I. Roll Call**

**II. Agenda Overview and Approval**

**III. Consent Agenda:**

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

Item III. (c) Outreach Report was moved from the Consent Agenda for further discussion during the meeting.

Closed Session with Michelle Halley was added to the agenda.

***Motion: To approve the Agenda and Consent Agenda as amended (motion by G. Hoffmann, second A. McGrath)***

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

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

**V. Board Education: GM Succession Drill:** The board and admin team reviewed the steps that would be taken if GM was no longer able to perform his duties, following the supplied script/plan: "Emergency GM Succession Plan – Fire Drill Script." For the drill, Bri Larson served as acting GM. The top five objectives, as stated in the script, were reviewed. There would be an emergency meeting with the BOD executive team and B. Larson; and then establish a new meeting and continue forward with the whole board. Board President and B. Larson lead the board through the 5 phases of the script. Discussion was held about the language surrounding the rehiring timeline of finding a new GM within six months, and if the ninety day interim GM timeline was flexible. It was noted that there can be flexibility, however it is preferable to not allow the process to drag on. Board inquired about whether B. Larson would need her current position covered by another staff member if she needed to step into the GM role. B. Larson commented that the jobs are malleable enough to be dually doable in the ninety day

range, although not long term.

Future agenda items: timeline surrounding hiring of the new GM, and needing to be moving pretty quickly in that first ninety day window; as well as thinking about the dual role B. Larson would be taking on and what that would look like.

## VI. GM Monitoring:

- (a) Store Report (M. Gougeon): Board was provided a report prior to the meeting. The average basket is up, although January is a touch slow, which is the normal cycle as well as weather. Looking to get a third truck delivery from UNFI, especially to help account for issues like holidays and weather. GM is attending staff and department meetings to recap financial conditions, projections for the year ahead, plans for compensation, and things we are taking on: ie, building purchase, parking lot access, etc. Begun adopting the new NCG product hierarchy, customers will not really notice the shift, but it is a high number of products. This shift will help NCG extract more exact data with uniform stores, and then use that data for better ordering/exactness, which will bring more margin dollars.
- (b) L10 – Board Logistical Support (M. Gougeon): Board received written 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.*

## VI. Board Monitoring & Discussion:

- (a) Committee Reports and Discussion:
  - i. GM Evaluation (A. Adan, M. Danz, M. Dewar, T. Rulseh):
  - ii. Finance (A. Berger, M. Danz, M. Dewar, G. Hoffmann): Brief meeting, things look really good, operating expenses were slightly lower this year than last year, overall our profit for the year was 3% which Matt compared to hitting a grand slam in the bottom of the 9th inning.
  - iii. Community Engagement (O. Kingery, A. McGrath, S. Weaver): Committee is waiting to hear back from the SHINE folks from NMU regarding Earth Week. If anyone is interested in helping plan please reach out to O. Kingery.
  - iv. Elections & Orientation (A. Berger, O. Kingery, A. McGrath):
    - 1. Board Candidate Nomination Period Ends: There are four candidates including G. Hoffman. A. McGrath will contact candidates and invite them to attend board meetings if possible.

## 2. Newsletter Bios for Board Candidates Due

v. Governance (A. Adan, A. McGrath, T. Rulseh):

1. Review Governance Policies: Committee will talk about the process of accepting policies.

vi. Diversity, Equity, and Inclusion (O. Kingery, S. Weaver, G. Hoffmann): Committee discussed the importance of making sure to keep DEI and accessibility in mind when discussing potential expansion projects.

(b) Board Retreat Debrief: Notes from the retreat were sent out to board members.

(c) President's Write-Up About Annual Meeting Due 2/13 for March Publication (T. Rulseh)

(d) Outreach Report (S. Monte): Prescription for Health: came out of a Feeding America West Michigan grant where they were trying to bring together people from the UP to address different facets of hunger besides just the feeding trucks. The prescription for health came from that, which can be medically tailored meals or shopping at specific stores or delivery. With ours we want people to make their own choices and prioritize local as much as possible. It started as just a summer program that ran through the farmer's market season. Then there were additional funds to support farmers growing their farms, to help with the debt burden of expanding, specifically around cold storage grants for two years (thirteen farms in total). In the third year there were four awards for hoop houses. And all of these were spread across the UP. Money has been tighter but UPCAP has enough money to run a winter pilot program for folks who are in the most dire need. Our prescription for health program can be taken at various local co-ops, and then Meijer takes care of the Escanaba area. The Prescription for Health tags actually got put up in the store today (woohoo!). Not all items are tagged, some have an orange highlight that denotes Prescription for Health too. UPCAP then reimburses the MFC for any vouchers.

Thirty-four people on Sunday's local food event: really great discussion back and forth, the panel was very upfront about the highs and the lows of producing in the UP: Greg from Dukes Farm, Alex from Northwoods Test Kitchen, Libby from Bodega, and Raj from Young Mountain Tea

**VII. Public Comment Period:** None.

## VIII. Closings:

(a) February Assignments:

- i. Accountant Presents Year End Financials to the Board
- ii. Store Report (M. Gougeon)
- iii. L5 – Financial Condition 4<sup>th</sup> Quarter (M. Gougeon)
- iv. Annual Ends Report (M. Gougeon)

- v. Committee Reports and Discussion
  - 1. Accept Governance Policies (Governance Committee)
  - 2. Certify Membership (Community Engagement Committee)
  - 3. Plan Earth Day Cleanup (Community Engagement Committee)
  - 4. Community Engagement Fresh Feed Article Due 3/13 for April publication (Community Engagement Committee)
- vi. Consent Agenda:
  - 1. Electronic Communications
  - 2. Approval of January Minutes
  - 3. Outreach Report (S. Monte)
  - 4. UP Food Exchange Report (S. Monte)

**IX. Motion to enter Closed Session at 7:01 p.m. (motion by A. McGrath, second O. Kingery).**  
**Action: Motion passed unanimously.**

Discussion was held regarding various considerations for future store growth potential.

**Motion to return to open session 7:43 p.m. (motion by O. Kingery, second A. McGrath).**  
**Action: Motion passed unanimously.**

**X. Motion to adjourn 7:44 p.m. (motion by S. Weaver, second G. Hoffmann).**  
**Action: Motion passed unanimously.**

**Next Board Meeting: February 17, 2025 at 6:00 p.m.**

Olivia Kingery  
Board Secretary