

**Sioux Falls Food Co-op Board of Directors Meeting
December 11, 2024
12pm via Zoom**

Attendance:

Name	Present	Absent
Patrick Saylor (GM)	X	
Katrina Lehr-McKinney	X	
Alex Halbach		X
Rika Peterson	X	
Michael Haskett		
Mary Campbell	X	
Jill McManus	X	
Stacy Newcomb-Weiland	X	
Dan EisenVos	X	
Jamie Hendrickson		

Nate Gaut – attended as incoming board member/guest

Meeting called to order: Lehr-McKinney

Consent Agenda and November Minutes: Newcomb-Weiland approved, Campbell seconded

Consent Agenda

- November Minutes
- B8 Logistical Support
 - Communications on behalf of the board was marked as compliant by Lehr-McKinney and Peterson.
- B9 Succession Plan
 - Working on a robust addendum to make the current succession plan more comprehensive. The update will be attached to the B9 report.
- GM Monitoring record

Regular Agenda

- GM Report
 - Had a record week the week before Thanksgiving. In November, the Co+op was up 13% overall in sales growth and every single department recorded positive sales growth.
 - The basket size increased in owner baskets and non-owner baskets.
 - Saw an encouraging bump in total customer count for the month.
 - The hot bar will get a facelift in January. Expect the kitchen to be closed for renovation for a long weekend.
- B6 Staff Treatment report
 - Reported three work comp claims in 2024.

- Every two years, the Co+op launches a new employee handbook that goes through Alternative HR and an employment lawyer. Now updated through 2025. Will be revamped for 2026-2027.
- Expect to see an increase in travel expenses to account for ongoing training for the managerial staff.
- Compensation and benefits continue to track ahead of our peer co-ops in our NCG corridor.
- 2025 Business Plan
 - Saylor presented on business structure, outlook, market conditions, operations plan, financial projections, marketing plan, and capital expense plan outline. The plan will continue to be refined.
 - Saylor aimed to create a more public, easy to follow business plan for the board and owners. More details will be shared publicly in 2025.
 - Will likely need to refinance with Shared Capital in 2025.

Board Discussion

- **Executive Committee: Columinate Consultant update**
 - The exec committee will meet with our new consultant, Heather Frayer, and outgoing consultant, Leslie Watson.
- **CCMA 2025 – May 29-31 in Duluth**
 - Would like a few board members to attend the 2025 conference since it is in the region. Board members will consider if it can work for them to attend.
- **Ends Working Group 2025:**
 - An Ad Hoc committee will start work with our new consultant early 2025.
- **Spring Board Retreat**
 - Lehr-McKinney will send a few retreat date options after the meeting with Heather Frayer.
- **Board Education:**
 - Columinate has started to build out the 2025 schedule. Check it out here: <https://columinate.coop/events/>

Closings

Next Board Meeting scheduled for January at StartUp Sioux Falls and Zoom.

Meeting adjourned by Lehr-McKinney. It ended at 1:30pm.



Rika Peterson, Secretary