

**Sioux Falls Food Co-op Board of Directors Meeting  
December 10, 2025  
12pm via Zoom**

Attendance:

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

**Meeting called to order:** Halbach

**Consent Agenda and November Minutes:** *Peterson motion, Campbell seconded – Motion approved.*

**Regular Agenda –**

- **GM Report Summary**
  - YOY insights:
    - Most departments remain steady.
    - Owner basket size has increased by 2.16%.
    - % of total sales from owners is 42.5%.
  - There are plans in place to boost the kitchen strategy in 2026. Co-Op Kitchen sales are still predominantly made by non-owners, so there is an opportunity to capture and transition Co-Op interest into ownership.
  - Over \$500 was raised through the Big Change program.
  - No new LINC program sign-ups.
  - The facility reaching capacity issues:
    - Expanded storage/receiving.
    - Temporary refrigeration and onsite storage.
  - Based on traffic, feedback, and margins, it could be time to reevaluate the objectives of the \$5 Dinner event. Initial board discussion included:
    - Include LINC information marketing with \$5 dinner purchase.
    - Consider other Co+Op community meal strategies.
    - What would a price increase do to our original objectives?

- **B1 Report:**
  - Recaps the final quarter of FY25.
  - The report is in compliance with the exception of one measure:
    - Out of compliance is negative net income due to depreciation, amortization, and interest expenses from the expansion.
  - Review of benchmarking through CoMetrics shows overall strong financial performance for FY25.
  - A focus for FY26 is improving accuracy in bookkeeping.
  
- **B8 Recap:** in compliance. Board input and review are complete.
  
- **GM Review and Salary Proposal:** *Hendrickson motion, Eisen Vos seconded – so approved.*
  - Saylor will present a recap of the 2025 business plan at the January board meeting.
  - Saylor highlighted a few key wins/updates in 2025:
    - Personnel development.
    - POS technology advancements.
    - Hot bar and soup station update and remodel. *Process, menu, and service issues are being worked on. An Assistant Kitchen Manager position will be added in 2026 to help work through the identified issues.*
    - The Marketing Manager executed all activities in their workplan with the exception of implementing a CRM.
    - Scheduled for an independent financial review in Fall 2026.
    - Fundraised in all four quarters for the LINC program through Big Change, requiring minimal store investment. The program ran under budget for the year.
    - Determined Minnesota Ave signage is not possible.
    - Evaluated the feasibility for retail technology updates.
    - Postponed indefinitely: self-check.

#### Board Discussion

1. Boycott Policy – *EisenVos motion, Hendrickson seconded – so approved.*
2. Ends Work – EisenVos presented insights from his conversations with local producers.
3. Lehr-McKinney will communicate with the board via email on the spring retreat and CCMA 2026.

#### Closings

Next Board Meeting is scheduled for January 14<sup>th</sup>, 2026, at StartUp Sioux Falls and Zoom.

Meeting adjourned by Peterson. It ended at 1:30PM.




---

Rika Peterson, Secretary

