

**Sioux Falls Food Co-op Board of Directors Meeting
November 12, 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: Lehr-McKinney

Consent Agenda and September Minutes: Hendrickson motion, Campbell seconded – Motion approved.

Regular Agenda –

- GM Report
 - Local sales stayed steady at 27%.
 - Served 1,641 \$5 dinners.
 - Ended October with 3.94% sales growth.
 - Welcomed 36 new owners and 74 renewed owners during Co-op Owner Month (33% increase YOY!)
 - Have seen 25% increase in owner equity.
 - Welcomed 2 new LINC owners.
 - Dan Ngyen has been promoted to Finance Manager
- B6 – Staff Treatment Report
 - Reported three work comp claims in 2025 all minor occurrences.
 - Livable wage data with models from MIT and NCG were presented showing the Co-op is a competitive employer in the marketplace.
 - Every two years, the Co+op launches a new employee handbook that goes through Alternative HR and an employment lawyer. Will be revised for 2026-2027.
 - Compensation and benefits continue to track ahead of our peer co-ops in our NCG corridor.

Board Discussion

1. Engagement Committee: Annual Meeting Recap

- Strong turnout for the annual meeting, however, numbers didn't reflect RSVP projections. Was a great event. A bigger event venue will be considered for 2026.
 - The Mural Reveal event had a great turnout as well – lots of good engagement with owners and shoppers.
2. Elections Committee: Election results
 - Sherri Meyers (83.1%), Kurt Anderson (65.26%), and Erika Iverson (71.83%) received the most votes on the 4-candidate ballot. Amber Gibson received 48.83% of the votes. 12.71% of eligible owners voted in this election.
 3. Columinate consultant 2026 contract approved
 4. Boycott Policy Draft:
 - Jamie put together a draft Boycott policy for the board to review and vote on at December's meeting.
 5. Ends Work: [Mariposa Case Study](#): Give this a read as situational awareness of the struggles of what some co-ops are experiencing.
 - EisenVos will give a presentation on local producers at the December meeting.

Closings

Next Board Meeting is scheduled for December 10th, 2025 at StartUp Sioux Falls and Zoom.

Meeting adjourned by Lehr-McKinney. It ended at 1:18PM.



Katrina Lehr-McKinney, President