

SUGAR BEET FOOD STORE COOPERATIVE

BOARD OF DIRECTOR’S MEETING

Tuesday, February 9, 2021 - 7:00pm

Online Meeting- Minutes

Board Members Present: Peter Nolan, Tom Hollinden, Ryan Bradley, Jim Doyle, Sharon Newton, Janet Walters Rouse, Kerri Thompson

Staff Present: Angelic Lugo, Sugar Beet Managers

**Meeting called to order at 7:05 PM**

**1. Welcome:** Peter presented the agenda for the meeting: sales update, key initiatives, GM report, committee chairs, public comment

**2. Public Comments:**

* Jacques Shalo from Kribi Coffee talked about partnering in a food truck
* Bill Gee commented on the Food Truck idea; perhaps co-branding the truck with market prepared foods and coffee in the truck

**3. GM Report**

* Sales under the $100,000 for the last week
* Labor under 18%
* Net Income drop due to increased personnel costs
* Operational initiatives: 2 quotes for camera systems (recent theft in office and gatekeeper support)
* Remerchandising sets
* Activities planned: cleaning, cafe punch cards, wellness department, virtual classes
* Cross training employees
* New hires
* Staff retrained on recycling
* 27 new owners this month
* Education: virtual classes and Coop U classes
* Sharon asked about employee vaccinations? Angelic says there are tools from OP for team members and incentives for getting vaccines.
* Marketing updates: graphics for BIPOC, kids nutrition classes, free yoga, free nutritional classes, and plant starting

**4. The Pillars:** Peter described the Pillars and how they provide a strategic framework for the co-op.

**Pillar 1***: Run a financially viable business for our owners.*

* Jim Doyle: Shared the long-term financial projection.

**Pillar 2*: Be a great a place to work for our staff.***

* Jen presented: provide fair compensation, living wage (benefits, bonus structure) major medical, compliance, cost of benefits, paid time off, staff appreciations, adding mid-level roles

**Pillar 3:** *Provide a thriving market place for farmers and producers*

* No update at this meeting

**Pillar 4***: Address inequity in our local food system for our broader community*

* Gina M presented: Inequality in our food system, equity coordinator, affinity groups, Beet Bucks, racial equity training, WIC

**Pillar 5:** *Be a great place to shop.*

* Angelic discussed Cleanliness, new unique product lines

**Pillar 6:** *Be an environmental steward to protect planet*

* Angelic discussed local vendors products, recycling, upstream implications,

**4. Committee Updates**

Administration Committee (Ryan)

* Board elections, cohorts of groups- 4 per cycle 4 strong candidates for 3-year term
* HR experience, legal experience sought

Finance Committee (Jim and Tom)

* Owner loans are being repaid on time

Community & Ownership Committee (Janet)

* Annual meeting April 25
* Will be a virtual annual meeting
* Integrate an upgrade for annual report template. Convert template to Sugar Beet

**5.** **Other Business**

* Pete’s Fresh Market 2023 opening – Board discussion of concerns for our business.
* Owner refund request for Melissa Garza. Approved unanimously

Adjournment: 9:15pm