

**Frederick County Consumer Cooperative
Board of Directors Meeting
March 25th, 2021
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Board members present: Megan Schneebaum, Annie Marshall, Stephanie Walker, Evan Rosenberg, Bob Wolpert, John Beutler, John Clarke, Alecks Moss

Board members absent: Sibylle Mangum

Staff members present: Román Diaz, Sarah Leberherz, Susan Schulman, Ashley Pilahome

Owners present for meeting: Heidi Stone, Jim Wagner

The meeting was called to order at 6:07pm by Megan Schneebaum via Zoom.

“Food for Thought: A Speaker Series”

Due to a last-minute schedule change, Food for Thought is postponed this month.

Approval of Agenda

Agenda is approved.

Consent Agenda

Refunds are approved. Minutes are approved.

Owner Comment Period

No comments.

Monthly Financials

Sarah reviewed a snapshot of the PL for the company. February was one of the better sales months. The store is running under budget for the quarter; we are still carrying a lot of the gross profit margin that we had in the first quarter.

Looking at the current sales and labor, sales have decreased this month which is typical for an OAD month. However, sales are beginning to sales climb as COVID restrictions start to lift and as café operations are slowly opened, there has been a slight increase in those department sales. We are starting to dial back in line with our SPLH and labor. 7th Street has done a great job in labor and adjusting to those needs; 85 is continuing to work on learning how to adapt with the change in sales volume. Román adds that we need to continue to focus on our customer count – the basket size is maintaining.

Produce Initiative Update

District Farms is currently selling in the produce department and next week we will be receiving IMP apples from two local farms. The stores are dedicating two cases to new items – apples and hydroponic lettuce. They will be in a separate case at each location – this will help maintain the integrity of the organic produce. In the next couple months, we will start receiving Stone Fruits from local farms.

GM Monitoring

- B8 – Membership: Román reported compliance with Membership and highlighted that a 4th OAD month will be added this year. We were not able to hold an OwnerFest for our owners last year because of COVID, however, we were able to do Celebration Days at the 7th St. Grand Opening that allowed us to connect with our Owners. We are planning to have an OwnerFest again this year! On July 17th both stores will be holding a Local merchant event – more news from marketing coming soon! We are up 27 community partners since 2018. There was an increase of 6% of Owners in FY20 and Román reports compliance. We seem to be on the same track for the 2021 owner growth. We are continuing to look at how we can add more Owner specials and try to see how we can

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respond to the Owners who leave because of the financial hardship of being an Owner. We are continually evaluating what we can do to promote ownership among the staff and how it would benefit them. A couple of staff members have rescinded due to the lack of Owner benefits compared with the benefits they already receive as staff. We comply that 85% or more of Owners use their patronage rebate. John C. asked how our Owner benefits compare to other coops – John B. answered that many coops are different, and Megan adds that we have recently looked at the cost of ownership and it very much depends on the store. We will continue to look into ownership and how we can explore different ways to attract more potential Owners. Annie asked if there are any concerns with the staff members revoking their membership and Román answered “no”. John B. moves to accept, Bob seconds and all are in favor.

Board Budget Final Vote

The Board budget is the same as presented last month – Bob moves to accept, Annie seconds and all are in favor.

Board Monitoring

- D8 – Board Recruiting, Development, and Expense: reports compliance
 - 2 partial compliance, 6 compliance – the COVID 19 prevented the option for in person training – the Board should refocus on training after COVID restrictions are lifted.
 - All complaint on second
- Megan talked about how recruiting efforts could be made better and John B. and John C. said they feel it has been getting better.

DEI Update

- Co-op Conversations: A Discussion Group – the group watched the movie *Just Mercy*. Annie mentioned that the movie was extremely great and they had a wonderful conversation about it. April 21st is the date of the next conversation. The topic will be the book, *We are All Greta: Be Inspired to Save the World*. Individuals from Sunrise Frederick will be joining the group to talk about climate change.
- Upcoming Food for Thought speakers – April & May – we may have a member of the
 - Alecks brought up the idea of looking at other avenues to promote the speaker series and the DEI work.

Odds and ends

- Green Committee – nothing to report at this time, meeting is tomorrow!
- Lunch with Leadership – John C at 20th at 7th Street, John B at Route 85
- LoCo for Local – July 17th
- Co-op Café – 4/17, 4/25, 4/26
- Incumbents next month – please come to April’s meeting with a decision on running for reelection.
- Good of the Order
 - Evan: inquired about the beer and wine – it has not gone anywhere yet – John B explained that the testimony went fine but it was clear that there was not a lot of support for this.
 - John B. informed the Board that MAFCA might reemerge this year in October.
- Follow up work/next steps
 - Email Megan about interest in attending one of the Coop Café sessions
 - Board Retreat in November

The meeting was adjourned at 7:45pm.