

June 28, 2023 LACM Board Minutes

Attendees: Stephanie Zielaskowski, Debbie DeSimone, Terra Louise, Peter Hansen, Kristoffer Eriksen, Jeff Jansen, Andre Chavez, Eduardo Santiago

Agenda item 1: Check-In and Introductions

Agenda item 2: Agenda review

Board voted to remove Agenda item #3 "Review May 24th meeting minutes" from agenda because May's meeting minutes were not available to review or approve. May's meeting minutes will be approved during the next meeting.

Agenda item 4: Open member/owner time and comments

Member owner was thankful for mocha machine being fixed

Member/Owners had few comments - board voted to continue to next agenda item.

Agenda item 5: GM Reporting

Store was in preparation for July 4th.

Co-op Deals flyer in LA post has been helpful, LA Post now has a feature on the front page advertising the flyer's presence within the newspaper.

GM has been seeing new faces at the store, younger crowd, more families.

Continued staffing issues occurring, especially with hiring talented employees. Andre is working with Neha to put ads in papers in surrounding towns, will potentially use LinkedIn to increase reach for new employees. Andre is also looking into health insurance for employees which may help with employee retention and hiring.

LACM is ending their relationship with Sweet Grass beef because meat cutting is costing the store too much in labor. Andre has started a new beef program in which beef is arriving at the store pre-cut.

Agenda item 6: Financial Reporting

Past debts have been paid with ERC money. ERC will continue to be used for upcoming bills.

Andre now has access to quickbooks which has been helpful.

Andre is still waiting for the next ERC to arrive.

All members of the board have not been receiving the emails with financial information that they should be getting. Andre said he will be creating a new email group that includes everyone, since the old board email group does not appear to work correctly.

Agenda Item 7: X3 - Financial Conditions for Q4 2022

Large financial loss noted from Q4. This was due to shrink from previous management.

Agenda Item 8: X3 - Financial Conditions for Q1

Board voted to postpone this item until next meeting.

Agenda Item 9: Customer Survey

Andre reported that there are a mix of positive and negative comments- positive about customer service, negative regarding not carrying certain items.

Andre is not able to access the app to change the questions, but he and the front end manager are able to see customers' comments and respond to them.

Agenda Item 10: Business Plan

Board discussed the purpose of the business plan and the need to refinance the store. It was suggested that the board should have a local appraiser appraise the property as the value would increase from its value from over 10 years ago.

Financial subcommittee will have a call with Neha to find out specifics about potential market surveys/ studies.

Each board member needs to select a topic or two from example business plans Joshua emailed the board. It was decided that each board member will email Stephanie their topic of choice. Work must be submitted to Stephanie and Joshua by 7/12 so she and Joshua can compile everyone's work.

Agenda Item 11: Subcommittee for Community Engagement

Pride event went well. Upcoming Kids' Craft Fair on August 5th.

Agenda Item 12: Schedule Board Orientation for Newly Elected Members

Board members are struggling to find a single date to meet for orientation. Board member suggested that new board members meet one on one or in smaller groups with board president for orientation. Otherwise, many members do not have time for orientation until September or later. Board will bring up suggestion to Joshua upon his return.

Agenda Item 13: Other business - Next board meeting July 26th 6 - 8 pm