

## **July 26th, 2023 LACM Board Meeting Minutes**

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

### **Agenda Item 1: Check-in and Introductions**

### **Agenda Item 2: Agenda Review**

Board voted to approve the agenda

### **Agenda Item 3: Review May 24th and June 28th meeting minutes**

Board voted to approve both May 24th and June 28th minutes

### **Agenda Item 4: Open member/owner time and comments**

No comments/questions from member/owners

### **Agenda Item 5: GM Reporting**

GM reported that sales have been down due to last minute summer vacations, back to school shopping. The co-op missed their sales goal. There were UNFI/vendor issues during this time as well. No produce was delivered due to a truck driver calling out. NCG and Albert's Organics are to have a meeting to credit LACM for missed sales.

GM also reported that he is having problems with local vendors not cashing checks in a timely manner.

Co-op Flyers inserted into the local newspaper have stopped until October.

Deli is doing well, though staffing continues to be an issue. Employees continue to struggle to find housing in Los Alamos county. GM Andre is continually recruiting but is having problems attracting and retaining talent.

GM recognizes that more volunteers are needed to help with events.

GM and other employees are planning a fall harvest festival. Green chile burgers will be served, Bathtub Brewing Co-op will be serving beer.

### **Agenda Item 6: Financial Reporting**

GM Andre reported that the ERC money has been used to pay off old debt, including the high interest register loan.

There is less recurring debt and the store is in much better shape.

Margins have been fluctuating. The Year to Date would be negative without the ERC. Next quarter will give us a better picture on how the store is doing. Department managers are looking at margin and shrink.

LACM will have store inventory at the end of September.

LACM is no longer buying sweet grass beef because the cost of employees cutting the meat is too expensive. The new beef will have a longer shelf life. Piedmontese beef will be brought back.

Andre will work with Sweet Grass to see if LACM customers can continue to buy beef from them in bulk by the pound.

### **Agenda Item 7: X3 - Financial Conditions for Q1 2023**

Board member noted LACM is always in noncompliance with item #2 - we are continuing to not pay back member loans.

The board voted to approve X3 Q1 2023.

### **Agenda Item 8: Staff Survey**

Columinate offers a small, basic employee survey with 20-30 questions. The survey will be done over the phone. This will not include the presentation with survey results. It is important to have a staff survey done to be compliant with NCG. The results will be compared to the previous year's results. The board voted to approve payment to Columinate for a staff survey.

### **Agenda Item 9: Business Plan**

Joshua and Stephanie have been working with the checklist provided by LEAF to complete the business plan. Neha will be sent what we have completed and will make changes as needed.

### **Agenda Item 10: Subcommittee for Community Engagement**

The Kids' Craft Fair is on 8/5 - 9 kids signed up to sell their wares.

The subcommittee for community engagement will work with Andre and other staff to help plan the upcoming harvest festival in October.

### **Agenda Item 11: Schedule Board Orientation for Newly Elected Members**

Board Orientation will be held August 16th from 6:30 - 7:30

### **Agenda Item 12: Other Business**

Next Board meeting August 23rd, 2023 6-8pm