

Spiral Natural Foods Co-Op
Board of Directors Meeting Minutes - Annual Board Meeting
October 20, 2024 at 1:00 pm

Location of Meeting: Annual Meeting - Camp Spring Lake Park Retreat Center

Attendees: Amanda Olson, Leigh Arnoldy, Jess Settergren, Katya Rouzina, Brandon Lovejoy, Matt Malecha, Cassie Raway

Absent: Sue Taylor, Tammy McGinn

Call to Order at 1:36 pm: **Amanda** motioned to call the meeting to order, seconded by **Leigh**. The motion was voted on and **passed**.

Member-Owner Attendance: 11 member-owners

GM Business - Financial 1:36 pm to 1:56 pm

● **Store Report - Matt 1:38 pm**

- 45 years in business
- Sales Growth bumps:
 - The pandemic spiked a short growth initially, but size capped the ability to address social distancing effectively.
 - Joined NCG (National Cooperation of Grocers); this helped with sales growth
 - First year in new space
- Sales and Trends
 - We've become more effluence with more people on staff
- Sales this year - just short of \$2 million
- Added more SKUs, more products,
- More "Field Day" brand; this allows for choice of price point for the consumer
- Fuel and Freight Charges
 - this has decreased
 - this is also true with the largest distributor UNFI
- Increased employee expense
 - Wage increases
 - Wage scale adjustment and analysis
 - This was an unanticipated adjustment from the time we entered the new space, but was still able to occur
 - This is the first time full-time employees receive heath care benefits
- Operational costs have increased: utilities
- We are profitable this year
- We are making strides to improve equity
- Operation Expenses
 - We've been able to bring down prices at two different times
 - Chocolate and coffee is anticipated to continue increase due to environmental issues
 - The profit went back into food purchase

Spiral Natural Foods Co-Op
Board of Directors Meeting Minutes - Annual Board Meeting
October 20, 2024 at 1:00 pm

- Cost of Good: 61.5%
- Personnel 23.8%
- Occupancy 3.7%
- Operating 3.7%
- Administrative .08%
- Board 1.3%
 - Discounts, training, and events
- Advertising .09%
 - Cassie Raway highly involved in this role

Amanda Olsen - Present 1:56 pm - 2:02

- **Training new members - 4 new members**
- **Outreach and Events**
 - Brews with the Board
 - Coffee with the Board
 - Booth at Makers Market with games to engage
 - Raptor Release presence
 - Monthly blurb in the Co-Op Newsletter
 - Cassie Raway helping with newsletters and social media
 - Communications Committee
 - Looking for volunteers
 - You don't have to be a board member or volunteer
- **Outgoing Members - Thank you**
 - Sue Taylor: 1 year appointment
 - Tammy McGinn: 2 3-year consecutive tenures are at an end; stepping in as VP, President, and Board Member
- **Questions for the Board**
 - No questions
- **Other Thank Yous**
 - Matt thanked the board for their service
 - Excited with the amount of engagement that has happened within the past year and looks forward to future engagement

GM Business - Future 2:02 pm to 2:12pm

- Change of Landlord - part of Hastings Real Estate Inc.
 - Improvements since change:
 - Working parking lot lights
 - Parking lot sealed and painted
 - Sidewalks fixed
 - Lease through 2027
 - There is an opportunity to buy in the future, but the price will determine the possibility
 - Possible Three (or Four) Phases of Expansion:
 - Phase 1: Re-do the store set up: moving produce

Spiral Natural Foods Co-Op
Board of Directors Meeting Minutes - Annual Board Meeting
October 20, 2024 at 1:00 pm

- Phase 2: Take over the middle section of the entire building, add additional refrigeration, expand deli area and operation, which means a larger buildout investment in Phase 1
- Phase 3: Take over the rest entire building this includes the last section the building (where the last store location was)
- Phase 4: Relocate if needed; this has been difficult, as many places do not meet our requirements of viability, space, parking, and delivery truck access

GM Business - Other Store Business and Discussion 2:12 pm - 2:19 pm

- Offerings have grown in physical space over the old store
- Bringing in new vendors, which offers higher diversity and better pricing

Board Election Results 2:19 pm

- Paige Gartzke: 46 votes
- Mary Shaffer Walls 44 votes
- One ballot was not able to be verified on site; if verified in store, this will add 1 vote to both
- The minimum of 50 votes or 10% of the voting membership for a full three-year term was not met; this will result in a one-year term for these new board members.

Spiral Trivia 2:22 pm - 2:36 pm

Amanda motioned to adjourn. It was seconded by **Jess**, voted on, and passed. The meeting closed at **2:37 pm**.