



# IGM Board of Directors Meeting Minutes

Date: 11-27-2023

Called to order at 5:33

**Attendees:** Jon Grothe, Ric Carlson, Dixie Grothe, MJ Schneider, Cristobel von Walstrom (via phone)

## **GUESTS:**

- Geoff Davidge – Garden Report (left after his report)
- Sell Seed Savers seeds at Back to Basics in Feb 2024. The seed order for 2024 needs to be done. The Giving Garden exceeded the goal of 500 lbs, totaling more than 935 lbs to Crosslake, Pequot Lakes & Emily.
- Plans for 2024 include a permanent irrigation system, shed assembly & placement, more bag potatoes & education on the health benefits of gardening.

## **Secretary's Report:** Denise

Motion to accept prior meeting minutes: Moved by Dixie; Second: MJ – **Motion carried**

## **Treasurer's Report:** Dixie

To receive financial reports or ask questions regarding the co-op, contact [board@idealgreenmarket.com](mailto:board@idealgreenmarket.com)

Motion to accept the October treasurer's report. Moved by Ric; Second by Jon– **Motion carried**

## **Store Manager's Report:** Roxanne

New Members: No new members

Products: CPW agreed to a payment plan and only minimum orders will be placed with them and UNFI over the winter. Sample Saturdays are going well, new products tried and handy hints on food storage was positive from customers. Media on Facebook, Instagram, TikTok (least) has been popular. A flyer was put together by Roxanne & Mary Plein and distributed by Ric and his wife.

## **6. New Business**

HR Report: Ric

-Discussed new “earned sick time and safe time” (ESST) rules starting January 1, 2024. There's no option to waver the responsibility by either the employer or employee under this new Minnesota law. It covers the employee (salaried or hourly) and the employee family and is used for mental/physical illness, treatment, preventive; domestic abuse; weather related closures; risk of infecting others; but not bereavement.

-The impact of the new rule on the co-op was discussed, along with three options of implementing and documenting requirements. All options add more time and expense to an overloaded financial obligation.

-Volunteers are still needed, including someone who knows or learns the register, and can open/close the store on short notice if an employee can't be there. Otherwise, the store will have to close for the day(s).

Financial Review: The state of the cooperative was discussed extensively. Sales are down by 1/3 overall this year and its operations are being impacted.

-Discussed what can be done with our current resources and decided to review it at the December meeting when everyone on the Board can discuss options for 2024.

-Discussed winter hours but will keep them as they are currently until after further review in December.

## **7. Committee Reports / Committee roles:**

a. Human Resources: Ric covered in new business

b. Volunteers: MJ

-monthly volunteer board at the co-op produced 2 new volunteers asking about specific duties. Names are submitted for followup with continued recruitment efforts.

-Sample Saturday in November was delicious and December 16th is being planned

c. Marketing/Promotion: Cristobel

-advertising on facebook, Instagram, tictoc continues. Hard copy advertising was discussed with volunteer/donated ads in a series of newspaper issues. Design is to be developed and donation effort to continue once prices or options are quoted. Flyers have been issued in various local retail and other establishments.

d. Facilities / Building: Jon (no report)

e. Ideal Corners Giving Garden: Geoff (guest report – see above)

f. Farmer's Market: Denise (by email)

-Efforts at finding a manager to start after the first of the year, as well as new Board members

**Next Board Meeting:** Tuesday, December 19, 2023 at 5:30pm

Motion to adjourn: Moved by Dixie – **Motion carried**

Meeting adjourned at 7:05 pm

Respectfully submitted by: MJ Schneider (filling in for Denise)