

MINUTES FROM THE LEXINGTON CO-OPERATIVE BOARD MEETING
March 06, 2023, on Zoom

Attendance: Domenic Licata, Heather Lazickas, Patrick Finan, Emily Cosby, Terry Mickelson, Pamela Eck(7:09pm), Devon Dams-O'Connor, Rita Jones, Michelle Niblock, Carolyn Hoyt Stevens **Absent:** Sabu Adeyola **Staff Members:** Tom Vrabel, Tim Bartlett

Patrick Finan called the March 2023 Board Meeting to order at 7:04 pm

Agenda Item	Discussion/Documents Reviewed	Board Action
Agenda Review	Board reviewed the following document: March 6, 2023 Agenda	
Owner Observers	No member-owners observers present	
Conflict of Interest	No disclosures made	
Minutes	The Board accepted the February 6th Minutes as written. Motion: Carolyn, Second: Michelle Vote: 9-0, Motion Passed.	
BOD Calendar	The Board reviewed the BOD calendar: <ul style="list-style-type: none"> • The next Board meeting will be on April 3rd, 2023. • The board will initiate hiring an accounting firm for the annual audit. • Board Retreat planning has begun, no date yet. • GM Evaluation is underway, Patrick will review and submit to the board. • Training Opportunities: 3/6, 3/13, 3/20, 3/27 Financial Training for Directors Q1 2023 (series) • Tabling / Outreach Opportunity: Free Cupcake for owners' giveaway on 3/17 • Abolitionist Challenge training starting on April 4th 	
FYI GM Updates	<ul style="list-style-type: none"> • Tim will be on vacation for two weeks at the end of June and Tom Vrabel is the person in charge • Two weeks of fish fries and sales are up 10% vs last year • The Hertel store is doing a "wellness reset" which will change our product mix • Pi Day 3/14 (pies 20% off) and Bulk sale March 15th (20% bulk sale) • The electric car charging stations are doing better than expected 	
GM Report and Revised Monitoring Schedule	Plan for policies previously out of compliance Motion to accept Update on Plan for Compliance B1.2 Net Income >0.5% & B1.1 Sales Growth >3.0% Motion: Heather Second: Domenic Vote: 10-0, Motion Passed. Recommendation to Change Monitoring Schedule Motion: Michelle Second: Carolyn Vote: 10-0, Motion Passed.	
Advice (not direction) for the GM	Tim lead a discussion and asked board members: <ul style="list-style-type: none"> • How can we do a better job for you as a customer in prepared foods & bakehouse? • Where else do you shop and what do you get there? • What could we change to get more of your shopping dollars? Motion to accept Sabu's resignation by presumption according to Bylaw Article 3.8. Motion: Dom, Second: Emily, Vote: 9-0, Pamela abstained.	
Executive Session	Motion to enter Executive Session at 8:53. Motion: Dom, Second: Michelle, Motion Passed. Vote 10-0 Attendance: Domenic Licata, Heather Lazickas, Patrick Finan, Emily Cosby, Terry Mickelson, Pamela Eck, Devon Dams-O'Connor, Rita Jones, Michelle Niblock, Carolyn Hoyt Stevens, Tom Vrabel, Tim Bartlett Absent: Sabu Adeyola Entered Executive Session to discuss union negotiations. No votes were taken. Motion to exit Executive Session at 9:03 pm. Motion: Patrick, Second Terry Motion Passed. Vote 10-0	
Adjournment	Meeting Observations shared. Motion to Adjourn at 9:11pm Motion: Devon, Second: Dom Motion Passed. Vote 10-0.	

Respectfully submitted by Tom Vrabel on March 7th, 2023