
MINUTES
Common Ground Food Co-op
Board of Directors Meeting
5:30 – 7:30 pm Central Time
February 23, 2026

Roll Call

Call to Order Welcome Guests, Owners

Wang called the meeting to order at 5:30 pm.

Coleman, Etienne, Wang, Parson, Muller, Cronin, Andresen, and Stengrim were the voting members in attendance.

Hari was not in attendance.

Gary Taylor was in attendance as an ex officio guest of the Board.

Shelby (owner number 73108) and Sharlie (owner number E98722) joined as guests.

Liz Sands joined as the notetaker.

Public Comment

There were none.

Agenda Amendments – Document 1

Andresen requested to remove the treasurer's report from the consent agenda. Wang requested that Andresen provide the January and February version.

Approve Consent Agenda

January Meeting Minutes – Document 2a, 2b

The board discussed the December meeting minutes and December treasurer's report.

Motion. Cronin moved and Muller seconded a motion to approve the consent agenda as is. Motion passed unanimously.

Executive Session Motions

Ratify Motions from Executive Session – Document 4

Motion. Coleman moved and Cronin seconded a motion to ratify motion #1 from the Executive Session held on Thursday February 19th. Motion passed unanimously.

Internal Monitoring and Board Admin

Internal Monitoring D1-D3 – Document 5

Wang discussed documents D1 – D3 regarding Unity of Control, Accountability of the GM, and Delegation to the GM, respectively. He requested any discussion or edits from other Board members. There were none.

Board Stipends Procedure Update – Document 6

Cronin explained that they updated the stipend structure and created a documenting outlining this process. The chair of the Board Development Committee is responsible for instructing Board members on how to use stipends and making sure the store is paying them. If they are not available, the role falls to the Vice President. It is the responsibility of the GM to initiate reviews of board stipend amount and determine if changes are necessary.

Taylor requesting adding language about the stipend not exceeding current inflation rates. Cronin will revisit and make a note.

Monthly Operations Report and Financials

Overview – Document 7a, 7b, 7c, 7d, 7e

Wang noted the discussion for the MORE report and financials will be combined. Taylor presented highlights from the more report including January sales, updates on the new coolers, admin meetings regarding an anti ICE demonstration, and updates to the beer and wine department. He also clarified a question about a workers compensation injury and noted that they rehired for the position of grocery assistant manager.

Action. Taylor to remove the YTD store labor text from the MORE report.

GM Monitoring Previous Reports

Budget, EL B2 – Document 9a, 9b, 9c

Wang thanked Taylor for submitting the correct budget and noted all requested corrections were made. The Board went through the monitoring report decision tree together.

Motion. Muller moved and Parson seconded a motion to accept El B2 as in compliance. Motion passed unanimously.

Action. Taylor to add blurb comparing the labor improvement plan to the wages of the budget into the improvement plan and remove it from the word document and send both documents to the Board by end of day Wednesday.

Financial Conditions and Activities, EL B1, Q3 2025 – Document 8a, 8b

Wang noted that the Board did not receive the correct version of EL B1. Taylor did send a correct version, but the Board did not have time to review before February's meeting. The Board will review and vote electronically between meetings.

Motion. Muller moved and Cronin seconded a motion to reject the EL B1 report in its previous state because the wrong version was sent and for the Board to approve the new version between meetings. Motion passed unanimously.

GM Monitoring Reports

Financial Conditions and Activities, EL B1, Q4 2025 – Document 10a, 10b, 10c

The Board discussed keeping track of items listed in the El B1 Improvement Plan to increase accountability. Wang noted he will be going through the tracking reports for this month against the improvement plan and discussing where pieces are not on track.

Board discussed the out-of-stock count, noting its importance and offering suggestions for improvement including building in more consistency and removing warehouse out of stocks.

Action. Taylor to edit the out-of-stock goals for El B1 improvement plan.

The Board and Taylor discussed order sizes, the UNFI cost plus plan, and sales items for endcaps.

Action. Taylor to add a target date for the tracking reports for ordering for increased sales.

Action. Taylor to add sale of items in rebate tracking spreadsheet.

The Board and Taylor discussed labor. Taylor offered to provide more context on high staff labor percentages in the next executive session.

Action. Wang to coordinate with Taylor on uploading labor spreadsheet to Board drive for January and to meet with Taylor in executive session to discuss this block.

Action. Taylor to make sure that department budget totals are included in the March Board meeting

Action. Add in El B1 improvement plan that the Board will start tracking the department budgets in March.

Finally, the Board discussed some of the other tracking reports such as Radish Reward tracking, margin tracking, link match tracking, and owner deals comparison tracking.

Action. Taylor to remove the Link Match tracking tab and the loyalty tab from the tracking report for next month.

Motion. Cronin moved and Muller seconded a motion to not accept El B1 Q4 2025. Motion passed unanimously.

GM Monitoring Follow-up

Audit Company Contract

Taylor noted the audit company is still looking for information for the 2024 audit so they can file 2024 taxes.

Action. Taylor to follow up on the phone with the current auditing company to get as much information as possible on where they are at with this process.

Committees and Task Forces Updates

Engagement Committee

Muller discussed the next book club coming up in March, as well as the new documentary screenings. Muller will send an email notification as they get closer to be added the Co-op calendar.

Board Development Committee

Andresen noted that she met with Hari and they still need to finish the Board charter. She asked for clarification on who administers the Board shared drive, to which Parson responded that the Vice President is responsible.

Cronin noted that there was an outstanding action item to create a document explaining to new directors that there is a stipend and how to use it that is due by the April meeting.

Policy Committee

Cronin noted that a table of contents was added to the procedure document. She invited everyone to take a look and see if there is anything that needs to be changed or updated to match current procedures.

Ends Task Force – Document 11

Cronin noted they have a draft of a new ends logo in the meeting folder under Document 11 and urged other Board members to review.

Closing

Additional Discussion

Sands asked clarifying questions for the meeting minutes.

Newsletter Assignment

Muller noted he could not get it out in time this month but will have March's ready.

Review of Action Items from This Meeting

Cronin reviewed action items identified from this meeting.

Board Bits and Owner Updates

The Board Bits were identified as: “we approved a finalized budget and reviewed financial improvement plans for the store and reviewed updated procedures.”

Scheduling March Meeting

The March Board meeting is scheduled for March 16th with the executive session scheduled for March 12th.

Adjourn

Motion. Muller moved and Andresen seconded a motion to adjourn the Board meeting at 7:17 pm. Motion passed unanimously.