
MINUTES
Common Ground Food Co-op
Board of Directors Meeting
5:30 – 7:30 pm Central Time
August 17, 2026

Roll Call

Call to Order Welcome Guests, Owners

Parson called the meeting to order at 5:34 pm. Coleman, Muller, Hari, Taylor, Stengrim, Cronin, Parson, and Wang were the voting members in attendance.

Etienne was absent.

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

Owner Andrew Stumpf (owner #7781) joined as a guest.

Liz Sands joined as the notetaker.

To note: Wang joined the meeting at 5:40 pm and Coleman left the meeting at 6:30 pm.

Public Comment

Andrew Stumpf explained that he applied to be on the Board and wanted to sit in on a meeting.

Agenda Amendments – Document 1

There were none.

Approve Consent Agenda

July Meeting Minutes – Document 2a

Treasurer's Report – Document 2b

Hari noted normal expenses in the Treasurer's Report for July.

Motion. Taylor moved and Cronin seconded a motion to approve the consent agenda. Motion passed unanimously.

Internal Monitoring and Board Admin

Policy Review

Parson noted that the Board has the general policy review on the agenda for this month and asked if it should be added to the Board Retreat agenda. Muller agreed that it should be added to the retreat so incoming Board members can review policies as well.

Action. Parson or Cronin to have the policy review moved to the Board Retreat the calendar.

Election/MOO Discussion

Coleman noted that he received the candidate slate from Taylor. Wang explained that the Board Development Committee conducts screening interviews, then they compose a slate of candidates who pass the screening and send their application information to Marketing to post on the website on September 1st. Wang asked for Board members who are available to help with screening interviews, and Parson, Wang, Cronin, and Hari offered to help. Finally, Wang noted that the Board drive has screening questions available for Coleman.

Action. Coleman to compile application information and send to Marketing.

Wang reminded the Board that the Meeting of Owners is set for September 24th from 7:00 – 8:00 pm and noted that Emily in Marketing will reach out regarding Board member volunteer participation.

GM RFP Administration

Wang reminded the Board that GM Gary Taylor will not be undergoing the RFP process, but that he has agreed to stay on until the Board finds a suitable GM candidate.

Motion. Taylor moved and Muller seconded a motion to skip the regular RFP for compensation phase of the Board calendar and keep Gary Taylor's terms the same until the Board can find a suitable GM replacement. Motion passed unanimously.

GM Monitoring Executive Limitation Reports

El B9 – Continuing July Discussion – Document 3

The Board discussed Operation Manager Joanne Mierek's attendance at Board meetings for last year and determined that she did not attend any meetings.

Action. Gary Taylor to resubmit the policy as out of compliance and make the edits to specifically list Mierek's attendance as the factor. Taylor to also make sure that Mierek attends 2 meetings quickly to make sure the Board is in compliance for this year.

Action. Gary Taylor to edit El B9 and submit it by 1 week after this meeting per electronic submission procedures, then the Board will have an electronic motion on that.

EL B1 Q1 2026 – See May Meeting Folder – Acknowledge Motion

Motion. Cronin Moved and Hari seconded a motion that Board directors have read and acknowledged El B1 Q1 2026 from May. Motion passed unanimously.

EL B1 Q2 2026 – Financial Conditions and Activities – Document 4a, 4b

Motion. Coleman moved and Cronin seconded a motion that Board directors have read and acknowledged El B1 Q2 2026. Motion passed unanimously.

Monthly Operations Report and Financials

Overview – Document 5a, 5b

Gary Taylor highlighted that sales are starting to come through, and they saw a 4 weeklong sales increase for the first time in a while. He noted that despite issues with refrigeration last month, the store made money in June which negated some of the losses in Q2. Gary attributed some of this success to the new product section where the Wellness desk used to be.

Wang noted that some departments are listed under labor goals and YTD labor but not all. Gary explained that this is the first time they are implementing this type of labor regulations, and that trying to work on labor while increasing sales has been a struggle.

Action. Gary to speak with Joanne and list labor goals and YTD labor for all departments.

Tracking Reports

Tracking Reports – Document 6a, 6b

Taylor explained that the out-of-stock numbers are now up to date, and thanked Katy for tracking rebates and helping save \$21,000 more than last year by taking advantage of rebates.

Wang noted that margins for Q2 were unexpectedly low in some departments, including bulk, produce, meat, and bakery. Taylor noted that it may be time for a large price update.

Action. Taylor to investigate bulk pricing and determine if an update is needed.

Taylor noted that they did not make UNFI cost plus for Q2, and he will provide more updated numbers soon.

Transition Directives

Transition Directives – Document 7

Wang confirmed with Gary that all new sections in the Wellness desk area are reset, and they are still working on additional reset items and new fixtures to arrive.

Gary explained that he has not gotten to speak with Joanne yet to put a policy in place for weekly schedule approval by Joanne and Gary with justification for hours overage. While there is no official policy, he noted that they are doing everything they can to cut hours without stripping departments of the staffing they require.

Action. Gary to meet with Joanne this week, then meet with members of the labor task force the week of August 24th.

Wang noted that the store did not meet overall labor sales goals as planned by mid-August, and they will need to discuss more drastic actions as discussed last month. Gary noted that one way to accomplish this may be by looking at benefits and getting them more aligned with co-op standards.

Action. Gary to verify industry standards on benefits with Tony of NCG to report back in September meeting.

Action. Board to discuss reducing labor hours per B3 with task force.

Action. Labor task force to investigate cross training options.

Executive Session

Executive Session – Document 8

Wang explained that Item #1 is ready to send and verified incomplete in the August board meeting. Item #1 has a new due date of August 21st.

Action. Gary to send Item #1 by the end of the week.

Per Item #2, regarding handbook edits: Gary explained that he looked through the handbook and does not see anything that doesn't belong. Cronin noted that Gary needs to do a full review before speaking with the attorneys with the goal of saving money on attorney fees. The Board asked Gary to indicate sections that are used often or not at all, and to make the language more evergreen.

Action. Gary to complete handbook review.

Motion. Cronin moved and Muller seconded a motion to enter Executive Session at 6:52 pm. Motion passed unanimously.

The Board resumed regular session at 7:18pm.

Committees and Task Forces Updates

Policy Committee – EL B7 – Document 9

Cronin noted a proposed edit to EL B7. The Board had no comments.

Motion. Muller moved and Taylor seconded a motion to approve the edits to EL B7 as presented by Cronin and the Policy Committee. Motion passed unanimously.

Engagement Committee

Muller noted that the committee did not meet this month, but that he sent an invite to set up a meeting to talk about MOO planning.

Board Development Committee

Coleman said he would send out screening emails for new Board candidates and will work to schedule meetings with qualified candidates.

Closing

Additional Discussion

There were none.

Note Electronic Motions for the Minutes

Motion. To accept ELB4 as in compliance. Motion passed unanimously.

Motion. To accept ELB5 as in compliance. Motion passed unanimously.

Motion. For Finalist Candidate Visit. Motion passed 5 votes for, 4 votes against.

Motion. To advance Pamela Grieco from Final Candidacy to the offer stage of the General Manager candidacy process. Motion failed 4 votes for, 5 votes against.

Newsletter Assignment

Muller proposed that the article focuses on hyping up the MOO and the election. Muller will write the article.

Review of Action Items from This Meeting

Cronin reviewed action items from this meeting.

Board Bits and Owner Updates

The Board discussed the election and MOO planning.

Scheduling September Meeting

The September Board meeting is rescheduled for Monday, September 28th in observance of Yom Kippur.

Adjourn

Motion. Muller moved and Taylor seconded a motion to adjourn the Board meeting at 7:29 pm. Motion passed unanimously.