

Mississippi Market Cooperative, Inc. Board of Directors Meeting Minutes

Date and place Tuesday, January 28, 2025, 6:30 p.m. - 8:05 p.m.

Directors present in person Roy Berger, Jon Olson, Daniel Ramos Haaz, Devona Wells, Roderick McCulloch, Molly Phipps

Directors present on Zoom Taylor Mitsch, Tamara Down Schwei

Directors absent Noel Nix

Staff present Catherine Downey, CEO; Madeline Summers, Administrative Assistant to the Board of Directors

Member-owners present None

1. **Call to order** President Molly Phipps called the meeting to order at 6:30 p.m. There was a quorum present.
2. **Check in question** Directors took turns answering a check in question.
3. **Reading the ends** Jon read the ends statement. [A -Ends](#)
4. **Member welcome and questions** There were no questions at this time
5. **Agenda Review** The agenda was reviewed. Directors removed the allotted time for committee calendars because all committee chairs communicated with Madeline before the meeting.
6. **Consent Agenda Roy moved, and Daniel seconded to approve the items on the consent agenda which included the acceptance of new member-owners (96), the approval of the minutes from December's board meeting, the CEO FYI Report, the approval of membership repurchases (6) and quit claims (2). The motion passed.**
7. **Education** The Development Committee met to discuss ideas for education throughout the year. They opened the floor for additional proposals on educational topics. Directors highlighted key areas, including Human Resources DEI updates, leadership team strategy implementation, unionization, challenges and growth in grocery, National Co-op Grocers updates, further IDI work, the board's role in community outreach, and insights from Positive Change Recipients on work relevant to the organization's mission.
8. **President's Report** Molly submitted a president's report that previewed conversations on education, CCMA, Committees, and the upcoming retreat.
9. **CEO Monitoring** Catherine submitted a report on the Global Limitations Policies, highlighting how the data supports compliance.

Devona moved, and Roderick seconded to approve the report on the Global Limitations Policies. The motion passed.

- 10. **IDI Retreat Debrief** Directors found the consultant’s experience valuable and appreciated the engaging role plays and exercises.
- 11. **CCMA** will take place in Duluth, MN, from May 29 to May 31, 2025. The Board has budgeted for six attendees. Roy, Devona, Tamara, Jon, and Taylor have expressed interest, while Roderick and Molly will also attend, with some or all their costs potentially covered by another organization.
- 12. **Retreat Scheduling** April 13th or May 4th are the two dates that Molly will submit to Thane Joyal for review.
- 13. **Executive Committee** The Executive Committee submitted updates to the committee charter for approval.

Daniel motioned and Devona seconded to approve the edits to the Executive Committee Charter. The motion passed.

- 14. **Meeting Evaluation** Directors evaluated the parts of the meeting that went well and what could be improved.
- 15. **Break:** There was a break from 7:34-7:39p
- 16. **Executive Session** There was an executive session.
- 17. **Adjournment** The meeting adjourned at 8:05 p.m. The next regularly scheduled board meeting will be on Tuesday, February 25th at 6:30 p.m.

Respectfully submitted by Taylor Mitsch, Secretary

Date: _____