

Mississippi Market Cooperative, Inc. Board of Directors Meeting Minutes

Date and place Tuesday, April 22, 2025, 6:30 p.m. - 8:05 p.m.

Directors present in person Roy Berger, Tamara Downs Schwei, Roderick McCulloch, Taylor Mitsch, Jon Olson, Molly Phipps, Daniel Ramos Haaz,

Directors present on Zoom Noel Nix, Devona Wells

Directors absent

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** Taylor read the ends statement. [A -Ends](#)
4. **Member welcome and questions** There were no member-owner questions at this time
5. **Agenda Review** The agenda was reviewed.
6. **Consent Agenda** Jon moved, and Daniel seconded to approve the items on the consent agenda which included the acceptance of new member-owners (169), the approval of the minutes from March's board meeting, the CEO FYI Report, and the approval of membership repurchases (6) The motion passed.
7. **Education** Tony Alongi, Strategic Development Manager at National Co-op Grocers (NCG), presented to Directors about NCG emphasizing that NCG is a co-op made up of cooperative boards and exists to create shared success across food co-ops. He described NCG as a strategic partnership rather than a passive membership, with value generated through collective buying power, shared marketing resources, talent development, advocacy, and access to national branding and tools. Tony noted that a new membership agreement for the Mississippi Market Co-op is forthcoming and will include Board input. Tony reiterated that NCG supports the entire co-op, not just its management team.
8. **Presidents Report** Molly submitted a President's report.
9. **CEO Monitoring** Catherine submitted a report on the B6 policies. Directors discussed approving the report contingent on submission of the staff survey results.

Taylor moved and Daniel seconded to approve the report on the B6 policies contingent on additional data from the staff survey submitted to the Board when available. The motion passed.

After voting on the B6 policy, directors engaged in discussion on the policy itself. Directors agreed that, in the absence of a policy committee, the Executive Committee should review the policy at the next committee meeting and will submit recommendations on 4.b. "The board should not be included as a participant in the conflict resolution process." to the board.

10. Retreat Debrief Directors expressed appreciation for everyone's attendance and the productive discussion. They valued holding the retreat at the East 7th store, noting it was a welcoming facility and appreciated the visible presence there. The group also discussed identifying next steps to continue moving forward collaboratively.

11. Marketing and Outreach Events Madeline Summers discussed upcoming Marketing and Outreach events highlighting both in-store and neighborhood events. Directors reviewed the events and suggested that Madeline re-submit the sign-up spreadsheet each month with the Board Packet.

12. Meeting Evaluation Directors evaluated the parts of the meeting that went well and what could be improved.

13. Break: There was a break from 7:24-7:30p

14. Executive Session There was an executive session.

15. Adjournment The meeting adjourned at 8:05 p.m. The next regularly scheduled board meeting will be on Tuesday, June 24th at 6:30 p.m. There will be a special meeting of the Board of Directors on May 27th.

Respectfully submitted by Taylor Mitsch, Secretary

Date: _____