

**LMC Board of Directors Monthly Meeting
Tuesday, December 17, 2024**

Attendees:

Peter Clark

Liz Davenport

Nina Rosenberg

Maggie Seeley

Brian Naughton

John Kwait

Nini Sulamoyo

Ching Lu

Peter Chestnut

Nathan Baker

Lewis Creekmore

Carter Rook

James Esqueda

Randy Evans

Rob Dixon

Maria DeBlassie -member

Absent:

Liz Davenport

- Unanimously approved agenda
- Unanimously approved November 2024 minutes

Member Comments

- Member Maria DeBlassie joined to observe Board Meeting but didn't provide any specific comments.

GM Update November 2024

- **Sales** – November sales saw a healthy 4.5% increase over last year, outpacing inflation. All Thanksgiving Day turkeys were sold out using a new sales and purchasing strategy so there wouldn't be a lot of left over stock.
- **Round Up For Change** - The recipient of the November Round Up For Change initiative was Barrett Foundation who received nearly \$8500.
- **Avanyu Store Development** – The lending institutions are in the final stages of the loan package and plan to visit the new store construction site in January.

GM Monitoring Reports

- **Customer and Member-owner Treatment (L1)**
 - A discussion was had about the new online ability to renew memberships and working toward a solution to also offer new memberships online in the near future
 - Customer feedback the past year has covered various topics including access to more educational information about the Co-op, interest about self-checkout / automation, becoming a Distribution Center customer, and volunteer opportunities.
 - GM provided a general review of the new Customer Experience (CX) survey process issued randomly at checkout. Data provides valuable benchmarks against other regional co-ops. 2400 surveys were provided over the past year. A question

was raised about members who don't have access to a digital device to reply to the survey which is all digital.

- Board members expressed interest in issuing their own member survey this year to gather input from members, notably board recruitment information.

- **Board unanimously voted to accept the L1 GM Report**

- **Patronage Dividend**

- With advice from the CPA hired by the Board, management recommended that there is not sufficient net income post tax to issue a Patronage Dividend for 2024.
- **The Board voted to accept Management's recommendation to not issue a Patronage Dividend, 7 yes, 1 abstain**

Review of BOD Governance Process

- The Board reviewed B1, Our Cooperative Governance Commitment and no substantive comments or suggested changes were offered.

Report from Finance Committee

- The GM reported financials for October, 2024, Period 2 for the new fiscal year

Indicator	FY '23	FY '24	FY '25	Target
Comp Sales	6.65%	2.39%	1.65%	3%
Net Income	2.60%	(0.69)	(6.46)	1%
Days of Cash on hand	39.95	43.59	17.98	12
Current ratio	3.17	3.09	2.05	>1
Debt to equity	0.38	0.38	0.89	<2

- Sales were very good, but overall performance was significantly impacted by one-time labor costs leading to a net loss of income.
- The CPA provided an update on the Annual Review of financials and will provide a final report at the January Finance Committee meeting
- Management has provided the Board with updated Avanyu Plaza Store Business Plan documents including the loan terms and the revised pro-forma model. These will be discussed at the next Finance Committee Meeting in January to move forward with a potential recommendation to the full board.
- FC Chair will summarize 2024 in a Treasurers report that will be circulated to members via Scoop and other outlets.

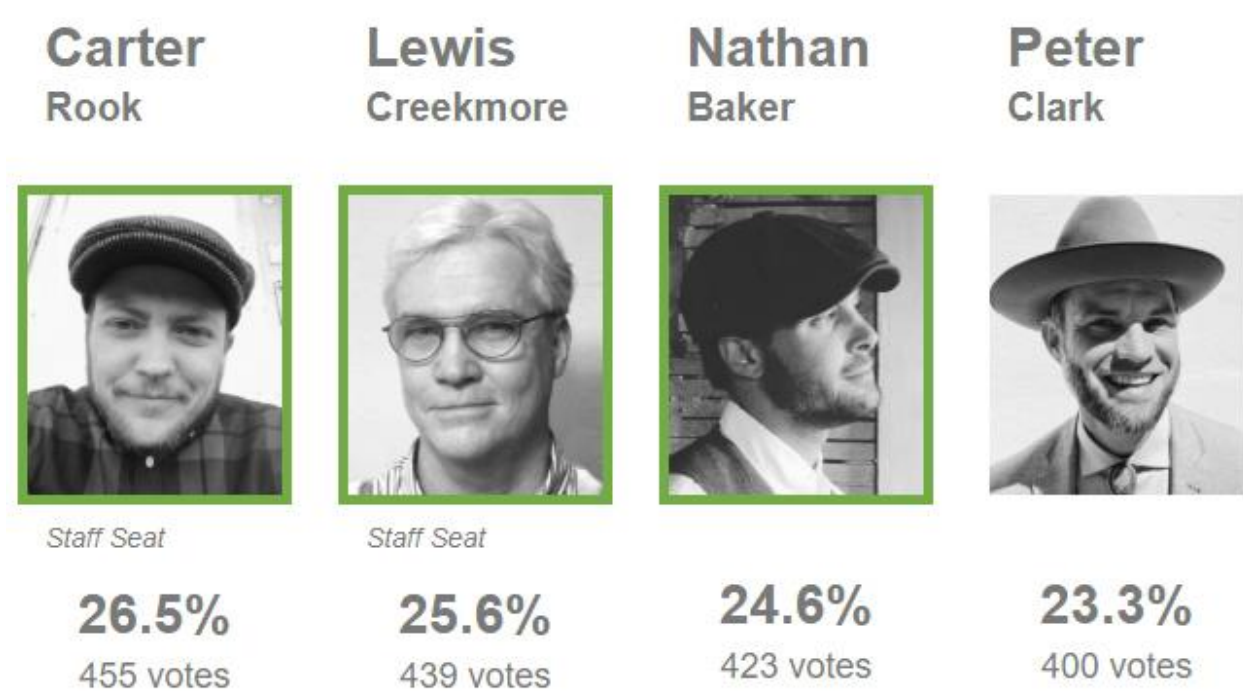
Report from Membership Engagement (ME) Committee

- The Annual Member Meeting was a great success and much positive feedback was provided on the event from members. Some potential improvements for next year were noted including more board involvement via the ME committee earlier in the process.

- A discussion of a future Member Survey issued by the Board for 2024 was held. Goals would include soliciting new board member candidates and Membership Engagement activity interest like another book club or other type of event.

Report from Board Elections, Nominations and Development (BEND) Committee

- A summary of the election results was provided with a total of 666 total ballots cast with a membership participation rate of 4.35%. The results have been posted to the website at: <https://lamontanita.coop/election/>



- **The Board voted unanimously to accept the results of the election and Carter Rook, Lewis Creekmore, and Nathan Baker were seated as the three new board members for a 3 year term.**

Seat New Board & Thank Outgoing Board Members

- Board members and management thanked outgoing board members for their service to La Montañita. Outgoing board members include: Peter Clark, Nina Rosenberg – President, and Maggie Seeley. A big thanks to all! Outgoing Board members were excused.
- New Board members were seated and provided introductions. New Board members included: Carter Rook, Lewis Creekmore, and Nathan Baker. Welcome!

Board Officer and Committee Chair Positions

- **Brian Naughton was nominated for Board President and received unanimous approval (8 present, 1 absent).**
- **Peter Chestnut was nominated for Treasurer and Finance Committee Chair and received unanimous approval.**

- **John Kwait was nominated for Board Election, Nomination, and Development Committee Chair and received unanimous approval**
- **Ching Lu was nominated for Membership Engagement Committee Chair and received unanimous approval.**
- **Carter Rook was nominated for Vice President and received unanimous approval.**
- Other positions were deferred until the February Board meeting pending discussions at the Board Retreat.

Board Retreat

- The dates for the Board Retreat were set for January 11 (dinner) and January 12th (retreat program).
- No changes were suggested for the draft agenda
- Final details on locations will be forthcoming

Look ahead

- Board Retreat in-person in Albuquerque on Saturday January 11 and 12
- Finance Committee mtg – January 14
- Board Meeting January 21
- ME and BEND committee meetings will restart in February