

Minutes for LMC Board of Directors Monthly Meeting

Tuesday, March 18, 2025

5:45 – 7:45 pm

Attendees:

Board Members Present	Management Present	Members Present
Brian Naughton	James Esqueda	Keith Lefort
Nini Sulamoyo		Adam Conlin
Nathan Baker		John Neil (non-member guest)
Ching Lu		
Carter Rook		
Liz Davenport		
John Kwait		

Overview

The meeting focused on the operational and financial performance of the company, including the impact of supply chain disruptions and the need for a comprehensive compensation package. The team also discussed strategies for recruiting board members, the benefits of attending the Consumer Cooperative Management Association annual meeting, and the importance of legal and policy awareness. Lastly, the board reviewed the employee handbook and other organizational documents, with a focus on ensuring compliance with legal and HR standards.

Open Meeting

- Opened Meeting and welcomed members
- Board unanimously approved the agenda
- Board unanimously approved the February 2025 minutes

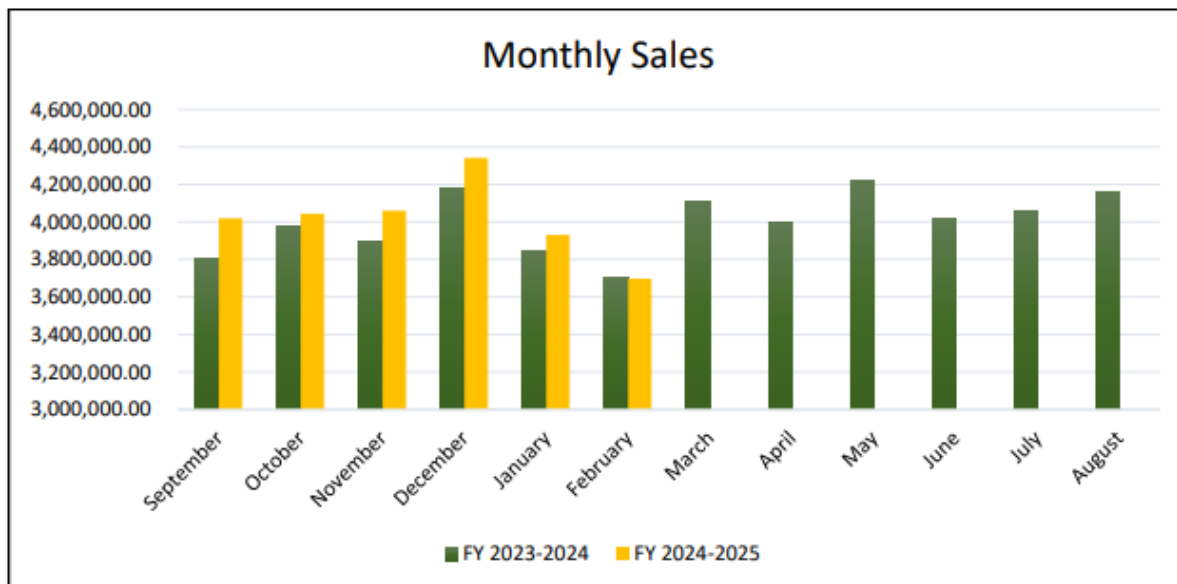
Member Comments:

- Member & Store Team Member Adam Conlin shared cost of living challenges facing the Santa Fe store staff in particular and encouraging the Board to dig deeper into the livable wage models we use as a benchmark for salary and benefits. Additionally, Adam Conlin noted that the current benefits don't cover transgender affirming treatments which impacts multiple staff.
- John Neil had specific additional comments regarding the specific livable wage indexes offered by NCG and used by management for calculating salary and benefits at the Santa Fe location in particular

GM Update February 2025

Sales

- Sales in February experienced a 0.25% decline compared to the previous year.
- There was some discussion about impacts to pauses of Federal funding that connects local farms to schools and other institutions and if the Co-op is seeing some of these impacts. The GM noted that the schools are still operating from the prior Farm Bill for this year but next fiscal year could see some impacts of recent Federal actions.



Marketing

- Membership reached 15,688
- Round up for change New Mexico Land Conservancy for a roundup for change program, successfully raising over \$8,000

GM Monitoring Reports

- This month the Board reviewed the GM Monitoring report for Policy L2 - Staff Treatment
- There was some member questions regarding livable wage models during this tiem that are captured in the member comments minutes above
- **The Board unanimously approved the GM monitoring report**

Report from Finance Committee

- The Finance Committee reviewed monthly performance for Period 5, January

Indicator	FY '23	FY '24	FY '25	Target
Comp sales	6.43%	4.77%	2.12%	3%
Net income	(3.28)	(0.55)	(2.55)	1%
Days of Cash on hand	45.19	37.53	14.49	12
Current ratio	3.60	3.49	2.02	>1
Debt to equity	.32	.32	.85	<2

-
- Financial indicators were impacted this month and the prior month due to a data entry error at the Distribution Center that occurred in December and was corrected in this period for January. Thus, financial indicators were artificially inflated last month and artificially deflated this month, with overall performance in-between. This will be smoothed out in the upcoming Quarterly reporting.
- The board received a recommendation from the Finance Committee that no dividend will be declared.
- **The Board voted 6 for and 1 abstain (John) to accept management's recommendation not declare a dividend for 2024.**
- The finance committee received the Annual Review of Financials for FY2024 from the CPA which states no material modifications are necessary to be compliant with Generally Accepted Accounting Practices. This was noted as the highest rating a review can get from a CPA.
- **The Board voted unanimously to accept the CPA's Annual Review of the FY2024 Financial Documents.**

Avanyu Plaza Store Update

- The GM has received the final loan terms from the lenders and will update the investment package to share with the Board for review as soon as possible.
- The President encouraged the team to review the Board Resolution draft regarding the Avanyu Project and send any comments to him.

Membership engagement committee

- Ching discussed the activities and timing for the Earth Fest event planned for April 13th at the Nob Hill store
- Ching asked all Board members to sign up for 2 hours slots to attend the event and engage with members. Ching sent out a survey by email for Board members to sign up on.

Board Elections, Nominations, and Development Committee

- The next BEND Committee Meeting and all subsequent monthly meetings will be shifted to 5:30 – 6:30. Meeting invitations will be updated.
- An email will go out regarding availability of Board Members to plan the Legal Education for Board Directors as required in our Bylaws annually. The GM will ask the Co-op attorney for his availability to lead the training.

Review tasks/assignments -

- Nathan, Nini, and Carter to coordinate with Brian regarding travel arrangements for CCMA conference.
- Brian to send updated invite for BEND committee meetings with new 5:30-6:30 PM time slot.
- Brian to send out a poll to determine availability for Board legal education session
- Board members to sign up for Earth Fest shifts using the provided Sign-Up Genius link.
- Membership Engagement Committee to discuss board recruitment materials and strategy for Earth Fest at their next meeting.
- BEND Committee to review and finalize changes to the Board application document at their next meeting.