Ozark Natural Foods
Board Meeting Minutes
July 2026 Meeting
Tuesday July 28th, 2026
6:30 p.m.

Board Members Present: Cannon McNair, Megan Knutson, Kim Bryden, Paige Hammer, Jacob Sheatsley Kerri McMahon, Nick Carson, Ariel Fox, Joshua Youngblood (zoom)

Board Members Absent :

Staff Members Absent: Dennis Hanley

Staff Members Present : Alicia Sexauer, Brooke Moradel, Anne-Marie Holimon, Adam Tabor

Consent Agenda:

- **Motion** to approve the June consent agenda was **made, seconded, and carried unanimously.**

Board Education:

New Staff Evaluation Process-

- The Staff Evaluations will no longer be on the hire date/anniversary for employees and is moving to a common date evaluation process in the month of July.
- Each employee's evaluation will be growth oriented and include purpose driven goals.
- Evaluations will include training opportunities, actionable steps to career growth, and advancement opportunities.

Floor Report:

President's Report:

- Cannon commended the recent Ice Cream Social and how well organized and well attended it was. Member owners and staff also gave really good feedback on the event.
- Excited to present the Executive Committee Charter which will be discussed in the meeting.

GM Report & Monitoring Report

- Dennis appreciated Cannon and how much he cares about the co-op, community and staff.
- Dennis appreciated the staff for all their hard work and dedication to delivering exceptional customer service to customers.
- In Q2, Operating Income over the past few months has been 4.8% of sales at $55,000. Cash continues to grow, showing operations has been frugal and cautious in sales forecasting and expense control. Cost of Goods is increasing every week.

Board Decisions & Q&A

B5- Communications and Counsel

- Dennis submitted the report prior to the meeting and reported compliance on B5 Communications and Counsel.
- The Board reviewed the report prior to the board meeting and asked applicable questions.
- **Motion** to accept B5 Communications and Counsel as presented was **made, seconded and carried unanimously**.

B6- Management Continuity

- Dennis submitted the report prior to the meeting and reported compliance on B6 Management Continuity
- The Board reviewed the report prior to the board meeting and asked applicable questions.

- **Motion** to accept B6 Management Continuity as presented was **made, seconded and carried unanimously**.

Board Reports

Perpetuation Committee

- Megan reported the Committee had to pull candidate Hunter (?) due to his name not being Primary on the account. The Committee updated the Board Packet to ensure this rule is clearly stated.
- Sunday September 13th from 1:00 p.m.-3:00 p.m. is the Annual Member Meeting. It will be simple with a few vendors and a table set up with candidates available for questions.
- The membership will have a survey with questions including topics on open-carry and self-checkout.

Outreach Committee

- Kerri reported that the Committee discussed different social media ideas to help promote the co-op, the Annual Member Meeting, and other engagement ideas.

Finance Committee

- Nick reported that the Committee discussed several items including ensuring Cash on Hand is making money, reviewed funding items that can elevate the customer experience (new patio furniture, upgraded website) etc.
- Reviewed Board Budget and goals with Dennis, as well as future growth strategies.

Policy Committee

- Cannon reviewed notes from Policy Committee- the Committee reviewed *Reporting Calendar* Dennis shared with the Committee. The recommendation from the Committee is for the Board to adopt this calendar. Vote will take place in a future meeting.
- Reviewed D4-Board Meetings and discussed if additional language is needed.
- Changing "Executive Session" to "Closed Session" in all policy language.
- Committee discussed changing the cadence of Policy Committee meetings.

Discussions

Patronage Refund

- Dennis reported that a Patronage Refund is in the works and the financial review will come out in August. The CPA will review and then file taxes which are due Oct 15th. After such, Dennis will present options to the board for voting.

Executive Committee Charter

- The Board reviewed the new Executive Committee Charter and gave feedback, including timing for calling special meetings.

2027 Board Budget due by Oct 15th

- The Finance Committee will present the 2027 Board Budget to the Board for approval prior to October 15th.

Onboarding & Training Manual Final Copy

- Kim reported that the newly created Onboarding & Training Manual final proof has been received from the vendor, and the Board can add additional assets. Between now and next board meeting, board members can make comments and/or additions to ensure the manual will be finalized prior to new board members being seated.

Policies for review/discussion:

- D4- Board Meetings

Upcoming meeting dates

- August 25th- August monthly meeting.

Meeting adjourned at: 8:39 p.m.

Closed Session:

Member Comments:

Diane- Really enjoyed the Ice Cream Social and enjoys the samples as well.