

Ozark Natural Foods
Board Meeting Minutes
November/December 2025 Meeting
Tuesday December 9th, 2025
6:30 p.m.

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

Board Members Absent:

Staff Members Present : Dennis Hanley

Consent Agenda:

- **Motion** to approve the consent agenda including the October Board Meeting minutes and Committee Charters was **made, seconded, and carried unanimously.**

Floor Report:

President's Report:

- Cannon reported that the recent board retreat was very effective and appreciated the board's contributions to make the meeting so successful.
- The Finance Committee held their first meeting in the month of November and discussed topics including the Board budget. The committee also received reports on co-op financials for a better overall understanding of the financial health of the co-op.
- Cannon has been traveling and visiting co-ops in the Northeast. He has also spent time with the staff and shared his personal story of becoming a board member and what inspired his dedication to the co-op.

GM Report & Monitoring Report

- The Board compiled questions regarding sales trends, including customer count and basket size. Dennis addressed the questions using NCGs KPIs and trends across co-ops nationwide compared to Ozark Natural Food sales trends. Other board questions included topics under personal/Ops including kitchen staff turnover, financials, and sustainability.

Reporting and Board Decisions

B9- Sustainability

- Dennis reported compliance on B9 Sustainability.
- The Board reviewed the report prior to the board meeting and asked applicable questions.
- **Motion** to approve B9 Sustainability was **made, seconded and carried unanimously.**

Perpetuation Committee

- Megan reported that the committee worked on the Charter which was due for approval ahead of this meeting.

Outreach Committee

- Jacob reported that the committee met a few times to work on the Charter which was due ahead of this meeting.

Policy Committee

- Josh reported that the committee worked on the Charter which was due ahead of this meeting.
- The committee reviewed the annual monitoring calendar and discussed changes to better align with NCG financial reporting and business planning.

Finance Committee

- Nick reported that the committee held their first meeting and worked on a proposed budget as well as reviewed reports and expenses from previous years to have a better understanding of spend.
- The committee created a board budget proposal to present to the full board for approval.

Discussions

Board Budget

- On behalf of the Finance Committee Nick presented the 2026 Board Budget for approval.
- **Motion to accept the proposed 2026 Board Budget of \$72,500 as presented was made, seconded and carried unanimously.**

Secretary Role

- The Board discussed separating the Secretary and Treasurer roles based on the expanded responsibilities of each.
- The policy currently does not have a dedicated Treasure role. The policy currently has the Secretary and Treasurer role combined.

Board Retreat De-brief

- The board reflected on the recent retreat including Dennis's insights into the coming quarter. After the first quarter Dennis will begin the next steps for executing short-term strategies.

January Meeting Prep

- The B2 Business Plan has been reviewed by the board, including the long-term horizon and what the plan is to achieve success.

Policies for review/discussion:

- D6- President
- D7- Vice President
- D8- Secretary
- D13- Records

Upcoming meeting dates

- January 27th- January monthly meeting.

Meeting adjourned at: 8:35 p.m.

Member Comments: