

Approved



Council Meeting Minutes

January 13, 2026

Present:

Council: Carl Etnier, Steven Farnham, Jeff Roberts, Giles Brule, Greg Gerdel, T Gram, Catherine Lowther (Online), Mark Seltzer, Leesa Stewart

Staff: Mary Mullally (Online), Kevin O'Donnell, Jess Knapp, Rowan Sherwood (Online), Elly Wood

Facilitator: Elly Wood

Guests: Billy Donovan (Online), Laurie Veatch (Online)

[Audio](#) (Timestamps in blue indicate where audio corresponding to a given paragraph can be found in the recording.)

1. Commencement 5:30:04PM (0:00:03)

Carl called the meeting to order, welcoming Council members, staff, and guests.

2. Agenda Review 5:31:35PM (0:01:39):

Jeff moved to strike items 6 & 8 from the agenda. Carl seconded. Ayes: 8, Nays: 0, Abstentions: 0. The motion passed unanimously. Also, later in the meeting at the end of item 6 (5:59PM), Carl requested adding time to Committee Reports.

3. Check-in Question 5:34:00 PM (0:04:02):

Carl observed that Mary was attending the meeting from the tropics, where the temperature is a mere 25 to 30°. The question posed to each member: What year will the US adopt the metric system, and why should or shouldn't it? Answers ranged from the year 2135 to when hell freezes over. Reasons to convert: It would be consistent with the rest of the world; it would end the current "US against the world situation;" and it would be safer.

4. Community Comments 5:40:37PM (0:10:42):

Billy Donovan asked if the discussion on the strategic planning charter had been tabled. Carl replied that items 6 and 8 were removed from the agenda; item 6 was the Strategic Planning Committee Charter. Billy had no further comment.

5. Consent agenda 5:42:39PM (0:12:43):

Jeff moved to approve the Consent Agenda. Leesa seconded. Ayes: 8, Nays: 0, Abstentions: 0. The motion passed unanimously.

6. Monitoring Report: L9 Planning for Executive Absences 5:43:22 PM (0:13:23):

Jeff moved to approve the L9 Monitoring Report. Leesa seconded. Noting that this is a "trial run" of this policy as she is away on vacation, and Kevin is currently acting GM, Mary pointed out that Kevin has been the designated IGM for several years. Mary listed multiple ways Kevin is involved in the running of the store, indicating he's well qualified and experienced to serve as IGM. Noting that there were several new hires last year, Carl asked how these members of the senior team have

Approved

developed. Mary affirmed that the group is working well, and asked other members of the senior team if they had any observations to share. Comments included “more cohesive,” “really dialed in working as a team,” and “better chemistry.” Steven asked how managers maintain skills that they do not routinely practice. Kevin describe his work history at NECI, explaining there was a need for him to fill many roles, and that he’s quite comfortable doing so. Mary added that there are priority files which are easily transferred. Carl asked if the L9 policies are adequate, or need revision. Mary stated that she’d like to ruminate on this question, nothing stands out as needing immediate attention. T inquired about the origin of the emergency succession confidence survey. No one knew, but guessed it might have come from the previous GM and/or Columinate. Ayes: 8, Nays: 0, Abstentions: 0. The motion to approve the L9 Monitoring Report passed unanimously.

7. Co-op Vision 5:59:43PM (0:29:45):

Carl stated that the committee finished its drafting of the five ends, and are presenting them for discussion and guidance, clarifying that the ends state desired outcomes - the why, not the how. Jeff read each end statement in its original form, followed by reading the committee’s suggested revision. Discussion ensued in which various members of the group advocated various words being added, deleted or substituted in the draft. After lengthy group discussion and Jeff’s noting requested edits, Carl explained that the next step is for Mary to share it with staff, and Carl to share it with members for input. Once complete, the committee will, if necessary, rework the statements to accommodate the input received, and bring the completed product to the full Council in March for approval.

8. Break 6:44:32PM (1:14:30):

9. Committee Reports 7:00:39PM (1:14:57):

Leesa moved Carl’s statement, “The Council finds that knowledge by co-op members of the committee report could cause substantial harm to the co-op or a person involved.” Giles seconded. Ayes: 8, Nays: 0, Abstentions: 0. The motion passed unanimously.

Carl moved to enter Executive Session to discuss negotiation of a contract, the disclosure of which would put the Co-op or a vendor at a competitive disadvantage. Jeff seconded. Ayes: 8, Nays: 0, Abstentions: 0. The motion passed unanimously.

Council entered Executive Session at 7:03:09.

Jeff moved to exit Executive Session. Leesa seconded. Hearing no objection, Council exited Executive Session at 8:10:52

10. Denouement 8:11:24PM (1:18:30):

Action Items

| What | Who | ✓ |
|---|------|---|
| Share with vision Committee Council feedback updating ends | Jeff | |
| Share with staff proposed revision of ends | Mary | |

It was determined that the Council will meet January 27 to address the two items postponed from today’s agenda.

11. Evaluation 8:13:43PM (1:20:49):

Members ranked the meeting between 5 and 9 out of 10, with all but one 7 or above.

12. Adjourn 8:18:13PM (1:25:00):

Jeff moved to adjourn. T seconded. Motion approved, by lack of objection. Meeting adjourned at 8:18:23PM (1:25:10)