

BOARD MEETING MINUTES
FEATHER RIVER FOODS CO-OP BOARD OF DIRECTORS
REGULAR MEETING: November 24, 2025
Approved at January Meeting

Time: 5:00 pm – Meeting called to order by Ian

Location: White house and Google Meet

Board members present: Clare Churchill, Ian Schrammel, Emma Talamantes, Marissa Rudder, Tim Jones, Kate Rahmeyer, Jen McCallan

Board members absent: None

Board Facilitator: Ian Schrammel

Board Educator: Ian Schrammel

Minutes taken by: Ross MacNeil

Staff present: Marcie Wilde, Ross MacNeil

Welcome guests: Nance Reed, Linda Margaretic, Tina Love

Agenda for November 24, 2025, Review & Approve:

- *Ian moved to approve. Marissa seconded. Agenda approved with changes.*

Minutes of October 27, 2025, Review & Approve:

- *Clare moved to approve. Tim seconded. Minutes approved with changes.*

Board Education (Ian):

- Ian talked about a Capital Campaign, when we borrow money from our membership.
 - Long-standing practice similar to crowdfunding.
 - Could be an opportunity to fundraise for the expansion plan.
- Pros:
 - Members get engaged with the co-op–sense of community compared to conventional financing options.
- Ways to promote it:
 - Mail, social media, etc.
- Ian to send out a full rundown of this topic.

Reports:

- Manager's Monthly Report November
 - Increase of almost 1% in sales compared to last year.
 - Portola saw a decrease of 4.6% in sales compared to year prior.
 - Reason for this: Construction closed many parts of Highway 70, which affected deliveries, access to the store, and thus sales.
 - Also, two days of power outages (~\$12,000 loss of sales).
 - Passing of beloved staff member - closed the store for a day.
 - Tariffs are also affecting costs.
 - Construction on Highway 70 is also affecting Quincy store - customers don't want to endure traffic.

- Attended Beer Fest - great turnout, will continue to support this event and Plumas Arts in the future.
- B2 - Planning & Budget
 - Making sure the budgets are done in a timely and correct manner.
 - Marcie reports full compliance.
 - Must include planning rationale (how numbers and forecasts are determined, etc.).
 - Possible expansion plans are not included in our budgets yet, since nothing is confirmed.
- Draft Budget for 2026:
 - Marcie showed the draft budget to Board.

Clare motioned to approve B2 Report. Emma seconded. Report approved.

Old Business:

- Review CAD Survey Results
 - Most results were from Quincy due to incident in Portola during CAD.
 - Takeaways:
 - More and more grocery stores are selling organic alternatives, but the co-op is still a primary grocery for customers because we offer many high quality organic products.
 - 48% of responders say the co-op is their main grocery store.
 - Number one thing people want to see expanded: Bakery, deli, and meat.
 - Good reason to consider expanding bakery and store space.
 - Some folks said they want Gluten Free bakery items, which isn't possible right now, but could be possible with expansion.
 - Marcie pitched re-sending out the survey – Ross will help make this happen.
- Building Acquisition Update
 - There will be a listening session for this topic on January 21st at 5:30pm at Dragonfly Cafe.
 - RSVP has been sent out.
 - Ian pitched possible sending out mailer invitations informing membership about this project.
 - Ross to send out newsletter in next day or so.
 - Need to make sure the membership is supportive of this.

New Business:

- Seat New Board Member
 - Per the bylaws, the board is filling a vacancy.

Clare moved to seat Jen McCallum to the FRFC Board of Directors. Ian seconded. Jen McCallum has been seated as a board member of Feather River Food Co-op.

- Review 2026 Governance Budget
 - Tim discussed the Governance Budget, which was drafted by the finance committee. The committee also discussed the Capital Expenditures budget, which needs to be approved by the board.

- Budget will be approved asynchronously after some revisions and discussions.

Committee Reports:

- Board Development
 - We have three potential individuals who are interested in being on the board next election.
 - We may have a contested election this year.
 - Ross will make sure memos, election handbook, and other necessary documents are available at both stores in the middle of December.
 - Election season begins January 1st.
- Membership
 - Emma brought up possibly re-sending CAD survey to get more responses—she will coordinate with Ross and Marcie about this.
- Finance
 - At last meetings, reviewed Q3 bank accounts and paid bills, and drafts of budgets (Governance, Capital Expenditure, etc.) for 2026.
 - Marcie detailed Q1 net income reductions based on unforeseen issues such as storms, power outages, etc.
 - Primary strategy for upcoming year is to focus on controlling expenses.
- Policy
 - Meeting scheduled for next Monday.
 - Reviewed with Ross:
 - How to edit the bylaws.
 - Currently, the Outreach Coordinator (Ross) edits the documents, but Ross won't be around after January, so the Secretary should potentially make those changes from now on.
 - Ian and Kate to discuss further.
- Executive
 - Currently working on Marcie's review.
- Farmers Market
 - Committee met last on November 6th—focused on a grant that Lost Sierra Food Project is applying for a new grant, which could be used for Farmers Market operations potentially, so we are helping them out with that a bit.
 - The next meeting will be on December 3rd at 5pm.
 - Ross requested changes to the Farmers Market Committee Charter and approval of all committee members:
 - Change minimum number of committee members to 3, and maximum to 10.

Ian moved to approve the proposed changes to the Farmers Market Committee Charter. Marissa seconded. Change approved. The minimum number of committee members is now 3 and the maximum number of committee members is now 10.

Ian moved to seat all members of the Farmers Market Committee: Ross MacNeil, Marissa Rudder, Sam Rick, Melissa Lopez, Christopher Rouse, Aubrey Pickerel, Ellie Hinrichs, Emma

Talamantes, Vanessa Vasquez, Ali Flagler. Tim seconded. Farmers Market Committee members approved.

Closings:

- **Board Member Check In:**
 - Clare asks if there's an update on Provisions (online shopping site).
 - Marcie says that it should be launched in January.
- **Review Decisions, Tasks, Assignments:**
 - Reviewed and approved reports.
 - Voted in new board member - Jen McCallum.
 - Ian to update the Board Education presenters and to talk to Ross about doing a Scoop announcement for Jen McCallum board appointment.
- **Review Board Calendar:**
 - Calendar was reviewed.
- **Next BOD Meeting:** January 26th, 2026, at 5pm.
- **Summary for Employee Memo:** Ian Schrammel.

Adjourn Meeting:

Ian motioned to adjourn the meeting. Emma seconded. Motion approved. The meeting was adjourned at 6:16pm.

Closed Session: A closed session was held.

Note: The Outreach Coordinator makes approved changes to the prior meeting's minutes and forwards the final version to the board secretary and the board president. The Outreach Coordinator posts the final minutes in the board Google Drive folder, and the Outreach Coordinator posts in the store and on the FRFC website.