

**Sno-Isle Food Co-op**  
**Board of Trustee's Meeting**  
January 27, 2024  
*(February Board Meeting at Retreat)*

**Submitted by:** Leah Scates

**In Attendance:**

**Board** - Tye Ferrell, Christina Kilbourn, Steve Moore, Stevie Wallace, Kari Quaas ,  
Anna Gregory, Richard Porter, Tyler Chism, Barbara Bengsston, Linda Nelson

**GM** - Leah Scates

**Absent:** --

**Meeting Start:** 9 am

**Profit Sharing with Staff**

Leah shared Executive Limitation Policy B5.9 about Staff Profit Sharing. Using this policy, Leah shared the equations used to find the dollar amount acceptable for first-quarter staff profit sharing for the 2024 fiscal year. The board acknowledged that the B5.9 policy does not require board approval if the criteria are met and expressed its full support of staff profit sharing for Q1 2024 (September 1, 2023 – November 30, 2023).

**Patronage Dividends**

In the January board meeting, the Board discussed dividends.

**Financial Condition**

Sales for December were profitable, with a 10.3% increase from the previous year. Cash continues to increase and net income remains positive, though limited. The GM said she is trying to make space for a fourth main register as opposed to the far away express lane as customer count shows no signs of slowing.

**Parking Lot**

**End Time:** 9:30am