

# THREE RIVERS MARKET

## BOARD OF DIRECTORS' MEETING

October 9, 2025

6:33 PM – 8:30 PM

St. James Episcopal Church, Knoxville, TN 37917

### MINUTES

#### Board Members in Attendance

Kimberly Lomonaco, Vice Chair

Mary French

Adam Hughes

Teri O'Meara, Secretary

Caitlin Seidler, Chair

Debbie Sharp

Fred Stephens

Brian D. Williams, Treasurer

#### Board Members Absent

Jacqueline O. Kittrell

#### Additional Attendees

Fadi Aboush, General Manager

Ann Barber

Andreas Bastias

Johnathan Blevins

Zoe Branum

George Butler

Kim Davis

Mikhail Garbinsky

Nikki Gray

Rachel Harris

Joanna Holbrook

Natalie Kurylo

Anna Liddy

Laurie Michaels

Tory Mills

Lucas Neubert

Jasper Ridley

Nadine Robinson

Luke Schloemer

Audrey Smith

Ann Strange

Steve Todd

Morgan Wilson

Kristen Yartz, Cooperative Relations

Administrator

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### PRELIMINARIES

Call to Order: 6:33 PM

Action Items reviewed

Meeting Preparation – 1 minute of silence

Roll Call with statement of preparation

## **MEMBER FORUM**

Ann Barber  
Andreas Bastias  
Nikki Gray  
Natalie Kurylo  
Morgan Wilson

## **AGENDA REVIEW/REVISION**

Charter for Ethics Committee moved from the Consent Agenda to a future meeting.

*Motion to approve amended Agenda: Brian D. Williams, seconded: Debbie Sharp; motion carried unanimously.*

## **CONSENT AGENDA**

September 2025 Board Meeting Minutes

*Motion to approve Consent Agenda with correction of time typo in the September 2025 Board Meeting Minutes; Kimberly Lomonaco, seconded: Fred Stephens; motion carried unanimously.*

*Motion to approve Patron Member Repurchase Requests: Brian D. Williams, seconded: Teri O'Meara; motion carried unanimously.*

## **GENERAL MANAGER REPORT**

### **Growth of Ownership – September**

New Members – 29

Owner Paid in Equity – \$3,625

### **Sales Growth – September**

Total Net Sales - \$713,600

-0.6% or -\$4,140 decrease compared to the previous year

Customer Count – 21,894

Average Basket Sale - \$32.19

Average Basket Size - 5.8 Items

### **Member and Staff Discounts – September**

Staff Discounts - \$5,992

### **Additional Discounts – September**

CX Discount - \$405

Other Discounts - \$310

### **Nourishing Change and Other Donations for September**

Nourishing Change - Rooted East Collective - \$5,126

Narrow Ridge Earth Literacy Center - \$280

Our Place Art Organization - \$250

Bottomless Pie Party Raffle - \$100

Summit Wellness Fair - \$66

Fraternity Order of Police - \$200

St. James – Water and Apples - \$156

Pirate Day at TRM - \$15

Staff Membership - \$350

Vine Middle School Mason Jars - \$23

### **Staffing**

Brett Johnson – Officially stepped into the Store Manager Position

### **Stock/Supply Chain issues**

UNFI – out-of-stock issues continue.

### **General Repairs and Maintenance**

Reinforced wooden exterior panels and repainted

Resurfaced and repainted the front and back parking lots. Repainted all parking lot concrete stoppers, restriped lines, and signs, and repainted all walls surrounding the parking lot.

Replaced the back awning.

Reinforced and reframed the back sliding door at the rear of the store.

Added a two-door freezer on the sales floor for the meat department merchandise.

Improvements made to the bulk area section.

### **Other**

- Work continues on the new TRM website. Date options need to be set for the Board of Directors to attend a Zoom call with Robin Easter.
- SMG – Customer Experience Survey – September 2025 Included

**NOTE:** The GM report presents provisional financials. The accountant will finalize the financial statements and submit them to the Board for review upon completion. During the yearly audit/review, the auditors may propose adjustments, which will be reflected in the final statements as approved. The final financial statements will be prepared in accordance with applicable accounting standards and will align with, or reconcile to, the amounts reported on the tax return.

## **EXECUTIVE LIMITATIONS POLICY MONITORING REPORTS**

Executive Limitations, B5 – Asset Protection; Governance Process, Executive Limitations, D5 – Board Committee Principles

*Motion to approve Executive Limitations, B5 – Asset Protection; Governance Process, Executive Limitations, D5 – Board Committee Principles: Brian D. Williams, seconded: Fred Stephens; motion carried unanimously.*

## **STUDY AND ENGAGEMENT**

### **Staff Involvement in Governance Proposal**

### **Election Promotion**

*Motion to approve election promotion plan minus the bagging idea: Brian D. Williams, seconded: Mary French; motion carried unanimously.*

### **Website Redesign**

### **Board News Assignments**

### **Action Item Review**

### **Adjourn**

*Motion to adjourn: Teri O'Meara, seconded: Brian W. Williams; motion carried unanimously.*

Certified: , Chair

November 13, 2025