

DRAFT MINUTES Annual Meeting April 6, 2019

Board of Directors Present: Tom Battles, Kevin Birdsey, Elizabeth Blum, William Craig, Rosemary Fifield, Jessica Giordani, Dana Grossman, Ed Howes, Benoit Roisin, Ann Shriver Sargent, Jessica Saturley-Hall

Board of Directors Absent: Victoria Fullerton

Candidates for the Board: Emmanuel Ajavon, Kevin Birdsey (current board member), Carrie Kocik, Jessica Giordani (current board member), Ed Howes (current board member), Allene Swienckowski

Members: Approximately 55 members were present (including the directors, employees, and guests listed here by name)

Employees: Ed Fox (General Manager), Amanda Charland (Director of Member Services & Outreach), Lori Hildbrand (Director of Human Resources), Paul Lambe (Employee Learning & Development Manager), Mark Langlois (Director of Finance), Allan Reetz (Director of Public Relations), Emily Rogers (Manager of Member Education), April Harkness (Board Administrator), Matt Protas (Dept. Specialist, Wine), Joanne Bouchard (Operations Manager of Prepared Foods), Lindsay Smith (Food Education Specialist), Alicia Barrows (Education Assistant), Ken Davis (Outreach Writer), Michael Myers (Graphic Design/Marketing Assistant)

Guests: Meredith Smith (2019 Allen and Nan King Award recipient), Jeffrey Wheeler (Auditor, Baker Newman & Noyes, LLC)

Welcome and Introductory Remarks

Board president Bill Craig called the 83rd Annual Meeting to order at 10:10 a.m. in the main dining and meeting room of the LISTEN Community Center in White River Junction, VT.

Business Meeting

Approval of April 7, 2018, Annual Meeting Minutes

MOTION: Dana Grossman, Board Secretary, moved to approve the April 7, 2018, Annual Meeting minutes as presented. Liz Blum seconded the motion.

VOTED: The motion passed unanimously by voice vote.

Presentation of Co-op Finances

Benoit Roisin, Board Treasurer, presented the financial report. The presentation was developed in coordination with Finance Director Mark Langlois.

General Manger's 2018 Report and 2019 Plan & Goals

Ed Fox, General Manager, highlighted several aspects of 2018 for the Hanover Consumer Cooperative including revisiting the Ends, advocating for economic justice and human rights, phasing out single-use plastic bags at all registers, and the "Refill not Landfill" campaign in partnership with the Lebanon Solid Waste & Recycling Facility.

Presentation of the Allen and Nan King Award for Community Service

Jessica Giordani, Chair of the 2019 Allen and Nan King Award, presented the 2019 Allen and Nan King Award to Co-op member and Enfield, NH, resident Meredith Smith. The award highlighted her work with the Enfield Village Association, the Historic District design, and the Mascoma Lakeside Park.

Meredith accepted the award and is donating the Co-op's \$500 award check (which goes to a nonprofit of the recipient's choice) to the Healthy Lakes Program of New Hampshire's matching fund designated for the building of a rain shelter at Mascoma Lakeside Park.

Hanover Cooperative Community Fund (HCCF)

Rosemary Fifield, Chair of the HCCF Committee, presented a description of the recipients of the 2018 HCCF Community Project grants and Gerstenberger Scholarship awards and how the funds were used.

Member Questions and Answers

1. A member who identified only as an employee asked why there isn't a greater degree of workplace democracy in the decision-making process. Ed Fox outlined ways in which the Co-op encourages two-way communication and seeks employee input.
2. Gabe Zoerheide, Executive Director of Willing Hands, thanked the Co-op for its donation of food and Pennies for Change funds over the year and talked about the huge impact on his organization.
3. A member noted that the community contributions from programs like Pennies for Change are coming from members and shoppers. What is the Co-op doing in terms of contributions? Amanda Charland, Director of Member Services, outlined several projects the Co-op is working on, including vouchers for LISTEN clients who may need auto repair assistance. Allen Reetz, Director of Public Affairs, talked about the Co-op's larger initiatives, including advocating for improvements in Vermont and New Hampshire workforce housing, minimum wage & benefits, food security, and transportation.
4. A member asked for more information about the Co-op's Ends and was directed to the Ends Report on the website.
5. Michael Whitman noted the large potholes in the parking lot of the Norwich Service Center.
6. Tony Roisman asked about building electric vehicle charging stations and more renewable energy options at the Co-op. Ed Fox described the solar hot water panels at the Lebanon and White River Jct. locations and that licensing and costs for electric charging stations is prohibitive at this time. The Co-op is always looking for new opportunities. The Co-op's Director of Facilities has an energy portfolio that includes a balance of renewable and non-renewable energy sources.

7. A member asked how many employees are Co-op members. The Co-op's Director of Human Resources said that approximately 220 members out of 326 total employees are members.
8. Sue Caplan from Lebanon said that the Centerra Park parking lot lights are too bright and suggested LED with smart controls. Ed Fox informed that the Co-op leases this property and the landlord has restrictions and guidelines on lighting.
9. Marta Ceroni thanked the Waste Reduction Committee for its work to remove single-use plastic bags from the registers.

Thanks and Farewell

Bill Craig thanked outgoing board member Dana Cook Grossman and reminded the members that he is no longer running for another term on the Board. He thanked the rest of the Board for their hard work. The business meeting closed at 11:25 a.m., and the Candidate Presentations and Q&A began immediately thereafter.

For the video of the Business Meeting portion of the Annual Meeting, please go to:
For the video of the Candidate Forum, please go to:

Respectfully submitted,

April Harkness
Governance & Community Engagement