

DRAFT ANNUAL MEETING MINUTES
April 1, 2023
Cornerstone Community Center, Hartford, VT

Present: 35 total (members, board members, board candidates and employees)

Board Members: Mary Lou Aleskie, Marta Ceroni, Nick Clark, Eric DeLuca,
Conicia Jackson, Peggy O'Neil, Orin Pacht, Lindsay Smith, Jennifer Tietz

Board
Members

Absent: Jessica Giordani, Manish Kumar

2023 Board

Candidates: Nick Clark, Tracey Cutter, Peggy O'Neil, Eileen O'Toole, Lynn Ellen Schimoler, Cate Tierney

President's Welcome

Board President Nick Clark called the 87th Annual Meeting to order at 10:12 a.m. and welcomed Co-op members, employees, and candidates. Nick Clark thanked the outgoing board members.

Board Vice President Conicia Jackson spoke about upcoming election. Board member Lindsay Smith introduced the board values as inspirational and providing a moral compass to the Co-op. She asked participants to fill in sticky notes and provide feedback on the values posters.

Business Meeting

Approval of 2022 Annual Meeting Minutes

MOTION: Board Secretary Orin Pacht moved to approve the 2022 Annual Meeting Minutes. Conicia Jackson seconded the motion.

VOTED: 34 in favor. 0 opposed. 1 abstained. The motion passed.

Celebrating the Co-op

General Manager Amanda Charland thanked Co-op employees for their innovative solutions during a tough year. The Co-op remained financially solid with very little gaps in services. She also thanked the members for their support during trying times. She summarized some of the important diversity, equity, and inclusion (DEI) work at the Co-op and our participation in the Upper Valley Loan Fund for affordable workforce housing. She brought on a new director team,

instituted the new rewards program, and brought 70 open positions down to 30. 2023 was a year to stabilize and optimize, working to build bridges between locations, add more affordable and local products, re-think prepared foods, enhance employee compensation, and set new social and environmental goals.

The Co-op received the Cornerstone Award from New Hampshire Business for Social Responsibility, Co-op employee Emily Rogers received the 2023 Cooperative Innovation Award, Doren Hall received recognition from the Veterans Association, and Allan Reetz received a policy award from Northeast Organic Farming Association of New Hampshire.

Investing in the Co-op

Board Treasurer Peggy O'Neil and Director of Finance Jamie Shechtman presented the 2022 financial report. Peggy acknowledged the good work that happens behind the scenes as well as the strong partnership with Baker Newman Noyes (Co-op auditors). She spoke with appreciation for Co-op employees, shoppers, the Co-op finance team, and the Human Resources team.

Jamie Shechtman thanked the board and the fellow director team at the Co-op. Jamie walked through the details of the 2022 financial report and the clean opinion from the auditors. Jamie answered a few member questions related to price comparisons with other local stores and about the unsustainability of the member discount program.

Co-op Values Working Session

Board member Lindsay Smith conducted a brief working session with those in attendance, providing an overview of the proposed board values and an opportunity for attendees to provide feedback and ask questions.

Member Comments & Questions

Close of Business Meeting

Board President Nick Clark closed the business meeting at 11:20 a.m.

Adjournment

The meeting adjourned at 11:00 a.m.

Respectfully submitted,

April Harkness

ESG Program Manager

Orin Pacht

Board Secretary