

MEETING MINUTES, September 28, 2022
Norwich Service Center

Present: Mary Lou Aleskie, Peter Bouchard, Marta Ceroni, Nick Clark, Eric DeLuca, Jessica Giordani, Conicia (CJ) Jackson, Orin Pacht, Jennifer Tietz

Absent: Peter Bouchard, Manish Kumar, Peggy O'Neil, Lindsay Smith

Employees: Amanda Charland (General Manager), Bruce Follett (Director of Business Unit Operations), April Harkness (Governance & Community Engagement), Mary Saritelli (Director of Human Resources), Jamie Shechtman (Director of Finance)

Guests: Deo Mwano (Deo Mwano Consultancy)

Deo Mwano, Diversity Equity and Inclusion (DEI) consultant, presented a proposal to help the board create a shared language around DEI, review their legacy processes, help create a sense of belonging and consideration, and review policies through an equity lens of access, transparency, and justice.

President Nick Clark called the meeting to order at 6:33 p.m.

Consent Agenda: August 24, 2022 Meeting Minutes; August 2022 Share Redemption Requests

MOTION: Jen Tietz moved to accept the Consent Agenda. Orin seconded the motion

VOTED: 9 in favor. 0 opposed. The motion passed.

Board Planning

Presidents Update

Board President Nick Clark let the board know that Steve Voigt from King Arthur Baking Company will be attending the October board meeting on Zoom. There may be an opportunity to have a panel on multi-stakeholder ownership in 2023. The board will review the board budget in October. November meeting is the 3rd Wednesday and will be in person. There will be no board meeting in December, but Vermont Energy Investment Corporation will present to the board on December 7.

Executive Session

MOTION: Nick Clark moved to enter into Executive Session at 7:16 p.m. with the General Manager and team for legal and employee reasons. Jessica Giordani seconded the motion.

VOTED: 9 in favor. 0 opposed. The motion passed

The board came out of Executive Session at 7:29 p.m.

Governance Training

CJ Jackson reminded the board of the upcoming training series – October 12 and 18 at 5:30 PM at the Resource Center.

Member Input

None.

Monitoring

EL 3 Relationship to Employees

The General Manager presented EL 3 monitoring report to the board. Board members asked clarifying questions around whether the employee policies are consistent and adequate, why only new hire data was used for access to employee policies, whether training is equitable, and whether employee development is proactive.

MOTION: Orin Pacht moved to find EL 3 Relationship to Employees as providing a reasonable interpretation and evidence of compliance with the exception of EL 3.2 as noted in the monitoring report. Eric DeLuca seconded the motion.

VOTED: 9 in favor. 0 opposed. The motion passed

GM Report

The General Manager provided an update on her recent National Co-op Grocers conference.

Committee Updates

Ends Committee

Ends Committee has draft Ends ready for the board retreat and will send a doodle poll to schedule in November.

Member Linkage Committee

Member Linkage Committee is focused on recruitment and updating the Member Linkage Plan with activities.

Final Thoughts & Adjournment

Each board member and employee shared their final thoughts before adjournment.
The meeting adjourned at 7:59 p.m.

Respectfully submitted,

April Harkness

Governance & Community Engagement

Orin Pacht

Board Secretary