

MEETING MINUTES, June 22, 2022
Virtual Meeting via ZOOM

Present: Mary Lou Aleskie, Peter Bouchard, Marta Ceroni, Nick Clark, Eric DeLuca, Jessica Giordani, Conicia Jackson, Peggy O'Neil, Orin Pacht, Jennifer Tietz, Lindsay Smith

Absent: Manish Kumar

Employees: Amanda Charland (General Manager), April Harkness (Governance & Community Engagement)

Guests: Allanah Hines, Weaver Street Market E.Q.U.I.T.Y Alliance founding member, Diversity Equity and Inclusion Coordinator, Chief Culture, Engagement, and Impact Officer, Board of Directors Chair
Tina Barney, Upper Valley Food Co-op Board of Directors President
Colleen Valko, Oryana Food Co-op Board of Directors President

Members: Kevin Birdsey

President Nick Clark called the meeting to order at 5:17 p.m.

Consent Agenda: May 25, 2022 Meeting Minutes; May 2022 Share Redemption Requests

MOTION: Orin Pacht moved to accept the Consent Agenda. Marta Ceroni seconded the motion.

VOTED: 7 in favor. 0 opposed. 1 abstained (Eric DeLuca). The motion passed.

Eric DeLuca provided some minor edits to the May 25, 2022 meeting minutes in the chat.

Jessica Giordani and Jennifer Tietz joined the meeting.

Co-op Connections: Multi-stakeholder Co-op & Diversity Equity & Inclusion (DEI)

Initiatives

Allanah Hines provided an overview of the structure and inner workings of Weaver Street's multi-stakeholder ownership model as well as information on and suggestions for creating an internal DEI strategy for our organization.

Tina Barney and Colleen Valko introduced themselves and talked about their food co-ops.

Peggy O'Neil joined the meeting.

Member Input

None.

Board Planning

CCMA Report & Next Retreat

Board members and employees that attended the recent CCMA conference shared their major take-aways with the board.

The board discussed an in-person retreat for the Fall, perhaps lead by the Ends Committee.

Governance Continuity

The board discussed the possibility of a Board Development Committee to help with learning, staying connecting with the community, and retreat and conference planning.

MOTION: Conicia Jackson moved to expand the role of the Vice President to take on these tasks until further refined through written policy. Nick Clark seconded the motion.

VOTE: 11 in favor. 0 opposed. The motion passed.

MOTION: Nick Clark moved to authorize the Executive Committee to add and appoint a person to provide governance support for 6 months and that the person may claim the shopping discount but no other compensation until a policy is in place and that the General Manager shall ensure labor law compliance before any further action is taken. Orin Pacht seconded the motion.

VOTE: 6 in favor. 4 opposed (Mary Lou Aleskie, Peter Bouchard, Eric DeLuca, Jennifer Tietz). 1 abstained (Marta Ceroni). The motion passed.

Monitoring

EL 2 - Assets

General Manager Amanda Charland presented EL 2 Assets as in compliance.

MOTION: Orin Pacht moved that the board assessed EL 2 Assets monitoring report as demonstrating compliance and providing a reasonable interpretation of the policy. Conicia Jackson seconded the motion.

VOTED: 9 in favor. 0 opposed. 1 abstained (Eric DeLuca). The motion passed.

GP Global and GP 1 Governing Style

Orin Pacht presented the results from the GP Global and GP 1 Governing Style survey. The major take-aways include a need to do better with monitoring and to focus more on long-term strategy.

GP 6 Board Process for Recruitment & Continuity

Conicia Jackson presented the results of the GP 6 Board Process for Recruitment & Continuity survey and said that she'll answer the individual questions that arose.

GM Update

Amanda Charland discussed the ongoing strategy to recruit and retain employees, plans for self check-out registers in Lebanon, and the status of the employee compensation plan review. She also said the organization is working on setting environmental, social and governance goals.

The GM summarized the recent member linkage presentation at the CCMA Conference, the lightning round presentation on the Co-op's Refill Not Landfill partnership, and the Cooperative Innovator Award presented to Education Manager Emily Rogers.

After other brief updates, she shared the recent hiring of a new Finance Director.

Following the verbal update, Amanda asked the board to consider what they'd like to see in a GM update moving forward.

Committees – approve new members

DEI Committee

Lindsay Smith asked the board to authorize Mary Lou Aleskie, Liz Blum (member) Marta Ceroni, April Harkness (employee), Julia Pupko (member) as DEI Committee members.

Ends Committee

Marta Ceroni asked the board to authorize Nancy Carter (member), Victoria Fullerton (member), Manish Kumar, Dave Phillips (employee), and Richard Schramm (member) as Ends Committee members.

Governance Committee

Orin Pacht asked the board to authorize Mary Lou Aleskie, Nick Clark, Eric DeLuca, April Harkness (employee), Peggy O'Neil, and Lindsay Smith as Governance Committee members.

Member Linkage Committee

Jessica Giordani asked the board to authorize Mary Lou Aleskie, Peter Bouchard, April Harkness (employee), Orin Pacht, and Jennifer Tietz as Member Linkage Committee members.

MOTION: Nick Clark moved to appoint all new committee members as presented. Lindsay Smith seconded the motion.

VOTE: 10 in favor. 0 opposed. The motion passed.

Adjournment

The meeting adjourned at 7:49 p.m.

Respectfully submitted,

April Harkness

Governance & Community Engagement

Orin Pacht

Board Secretary