

Willimantic Food Co-op
Meeting of the Board of Directors
November 2nd, 2023 7:00 pm – 9:00 pm, Webb Hall, ESCU Campus, Willimantic

Directors Attending: Brock Alosky, Steve Bachiochi, Linda Brock, Matthew Coolbeth, Katherine Gavin, Niti Pandey, & Alice Rubin

Absent: Joanne Todd

Others Attending: Patty Smith

Call to Order: 7:02 pm

Agenda Item	Resolution
Check-In	<i>Action: none.</i>
- None.	
Members Speak Out	
- None.	<i>Action: none.</i>
Consent Agenda <i>(no motion to approve required)</i>	
- Minutes of October’s monthly meeting <ul style="list-style-type: none"> • Approved with changes discussed. 	<i>Action: October’s notes to reflect spelling adjustment, approved by board.</i>
- Committee Reports: <ul style="list-style-type: none"> • None. 	
New Business	
Monitoring Report B.3 Financial Condition & Activity Q3 <ul style="list-style-type: none"> - General discussion: <ul style="list-style-type: none"> - Alosky & Rubin discussed how the co-op budgets for profit. Rubin said it has been hard to budget for next year with all the fluctuation happening in 2023. The training budget for 2023 is under. Rubin noted that they had hoped to send more people to training but but virtual has been cheaper. 	<i>Action: motion to approve B.3 as compliant (motion: Pandey, second: Bachiochi; abstain: Rubin) All in favor of approval.</i>
Proposed year-end member discounts & staff bonus <ul style="list-style-type: none"> - Evaluating year-end profit for decisions about member discount, donations and bonuses. - 5% member discount for members in good standing through whole holiday season. - \$10-11k wooden nickel donations. - \$20k in staff bonuses; smaller because of gain sharing. - Holiday cash \$200. 	<i>Action: motion to approve Alice’s inclusion in bonus comparable to rest of staff (motion: Pandey, second: Alosky; abstain: Rubin) All in favor of approval.</i>
Monitoring Report D.7 <ul style="list-style-type: none"> - “Board committees will be used to support the board in achieving its objectives” - Committee descriptions adequate? No; need to add DEIB committee; revisit Expansion. 	<i>Action: motion to approve D.7 as partially compliant (motion: Pandey, second: Alosky) All in favor of approval.</i>

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<ul style="list-style-type: none"> - What about MEC – what support and info do we need to decide on its purpose and make-up? Discussion: debate about what part is Board and what Management; poor consensus/alignment. - Membership policy is one place to start. See if Columinate has guidance; see if can find out about other co-op’s approaches. - Can front-of-house staff participate on the committee? Maybe if have a clear reason/task; with caution. - Does anyone have Board policy addressing it? Patty will approach NCG GM network to see what they say. Linda – follow up with Todd W. re resources. - “Committees will be used to support the board in achieving its objectives” 	
<p>DEIB Consulting Proposal</p> <ul style="list-style-type: none"> - Discussion: concerns about the time, cost and the value. Rubin believes the money will be well spent. Board needs to determine goals. Work in a few action items to make sure the engagement is taking us somewhere useful. - Co-op may be one of more progressive organizations in the area; but how is that shown in the community? - Evaluate with other organizations if the cost feels reasonable and see if there are any regional options for DEIB. - The cost would fall on general budget for 2024. 	<p><i>Action: Alosky, Brock & Gavin to follow up.</i></p>
<p>Holiday Board Gathering</p> <ul style="list-style-type: none"> - Get together in January, to be discussed further. 	<p><i>Action: none.</i></p>
<p>Old Business</p>	
<p>Reincorporation Update</p> <ul style="list-style-type: none"> - Co-op will mail out a letter regarding the reincorporation update. Meetings with Dorsey to understand statue that is blocking us. 	<p><i>Action: none.</i></p>
<p>Member Benefits Sessions - Summary</p> <ul style="list-style-type: none"> - 20 people signed up, 2 showed up. Smith will post parts of the presentation on the website. Considered overall successful. 	<p><i>Action: none.</i></p>
<p>Store Report</p>	
<p>Co-op was on the front page of Chronicle twice this week; article about the Co-op (“Unique Business”), plus the car running into the building. Town put up temporary stop sign; broken window boarded up by our contractor.</p> <p>Sales are good, store looks beautiful, all kinds of holiday goods. UNFI lost 2 pallets of food this week. Not first on NCG customer satisfaction survey right now but still high.</p>	<p><i>Action: none.</i></p>
<p>Executive Session</p>	<p><i>8:24 pm</i></p>
<p>Meeting adjourned</p>	<p><i>9:02 pm</i></p>

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