

**Willimantic Food Co-op  
Meeting of the Board of Directors  
4/7/2022 Horizons Office**

**Directors Attending:** Steve Bachiochi, Linda Brock, Matthew Coolbeth, Kathleen Krider, Natasha Sheer, Joanne Todd, Patty Smith (as store manager)

**Absent:** Alice Rubin

**Others Attending:** 3 board candidates

**Call to Order:** 7:00 pm

Agenda Item	Resolution
<b>Members Speak Out</b>	
Board Bulletin Board: None <ul style="list-style-type: none"> <li>▪</li> </ul> Members Speak Out: None <ul style="list-style-type: none"> <li>▪ None</li> </ul>	
<b>Consent Agenda</b>	
<ul style="list-style-type: none"> <li>▪ Minutes of: 3/3/2022</li> <li>▪ Committee Reports:               <ul style="list-style-type: none"> <li>• Board Perpetuation, Bylaws &amp; Policies, Expansion, GM Succession, Member Engagement, Reincorporation.</li> </ul> </li> </ul>	<i>Action: Motion to approve the consent agenda (Moved: Todd, Second: Krider) motion approved unanimously</i>
<b>New Business</b>	
Meeting with three potential candidates for open board positions <ul style="list-style-type: none"> <li>• Discussion of background and interest in WFC</li> </ul> Monitoring Report B1 Staff treatment and compensation <ul style="list-style-type: none"> <li>▪ Overall positive results of employee survey with one exception: bringing safety concerns to management was below threshold.</li> <li>▪ All categories compiled slightly below 2021</li> </ul> Consulted with survey consultant <ul style="list-style-type: none"> <li>▪ Issue with wording, cultural communication issue regarding term “safety”</li> <li>▪ Management is not clearly defined in survey</li> <li>▪ Possibility of too much alignment, emotional response of manager, rather than concern for retaliation</li> <li>▪ Plan of action – recognize high stress level globally and pandemic toll on store employees</li> </ul>	<i>Action: Motion to accept reports as in compliance, (Moved: Todd, Second: Sheer) Smith abstained, all others in favor</i>
Monitoring Report C4 Monitoring Manager Performance, Krider <ul style="list-style-type: none"> <li>▪ Discussion of question of necessity of report</li> </ul>	<i>Action: Motion to accept report as compliant, (Moved: Coolbeth, Second: Bachiochi) Passed unanimously</i>
Other New Business Preliminary Survey Results <ul style="list-style-type: none"> <li>• 1400 total responses, 1142 individual typed comments</li> <li>• Comments provide depth for strategic planning, focus groups</li> </ul>	<i>Action: none</i>

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<p><b>Old Business</b></p>	
<p>Topic Annual Meeting Planning and Content</p> <ul style="list-style-type: none"> <li>▪ 5/22, 5-7 pm at Camp Horizons</li> <li>▪ Focus on education of Reincorporation process by board members</li> <li>▪ Stefan Kamola to prepare dynamic PowerPoint about member engagement</li> <li>▪ Todd to discuss reincorporation, Brock to explain bylaws</li> <li>▪ Highlight 2 or 3 benefits of new bylaws,</li> <li>▪ Plan Q&amp;A sessions in coming months</li> <li>▪ 1 sheet FAQs, to be available at the store</li> <li>▪ Convey enthusiasm, details about process, but not lay out timeline</li> <li>▪</li> </ul>	<p><i>Action: none</i></p>
<p>Topic Summary of NFCA Annual Meeting</p> <ul style="list-style-type: none"> <li>▪ Krider and Smith attended online,</li> <li>▪ They report well managed breakout sessions</li> <li>▪ 2 international keynote speakers with global perspectives</li> </ul> <p>CCMA Registration</p> <ul style="list-style-type: none"> <li>▪ Smith to present, Todd to attend, 1 staff person has applied Brock may attend</li> </ul>	<p><i>Action: none</i></p>
<p><b>Store report by Patty</b></p> <ul style="list-style-type: none"> <li>▪ 8% sales growth; Sales above budget, labor below budget</li> <li>▪ Grab &amp; Go is way up</li> <li>▪ Bulk doing well compared to last year when it was closed</li> <li>▪ 34 new members, cashiers doing well education customers</li> <li>▪ Slash your trash campaign is finishing</li> <li>▪ UNFI is stabilizing</li> </ul>	<p><i>Action: none</i></p>
<p><b>Executive Session Review of candidates</b></p> <p><b>Discussion of seats and board needs</b></p> <ul style="list-style-type: none"> <li>• 5 candidates and 4 open positions,</li> <li>• 2 are incumbents as Sheer plans to resign at annual meeting</li> <li>• Decision made to elect 3 3-year seats, 1 2-year seat,</li> <li>• The top 3 vote getters get 3-year seats, 4<sup>th</sup> highest would get 2-year seat.</li> <li>• Coin toss as tie breaker.</li> <li>• Incumbents to be identified on ballot.</li> </ul>	<p><i>Action: none</i></p>

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**Meeting adjourned 9:10**

*Action: Motion to adjourn, (Moved:  
Todd, Second; Coolbeth) Passed  
unanimously*

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