

**Willimantic Food Co-op  
Meeting of the Board of Directors  
June 6, 2024**

**Directors Attending:** Brock Alosky, Linda Brock, Matthew Coolbeth, Hannah Moore, Debbie Pallatto, Niti Pandey, Patty Smith, Joanne Todd

**Absent:** Peter Kirk

**Others Attending:** Kimberly Montoya, Scribe; Matt Woodward, Grocery Manager

**Call to Order:** 7:07 pm

Agenda Item	Resolution
<b>Members Speak Out</b>	
- None	<i>Action:</i> none.
<b>Consent Agenda</b>	
<ul style="list-style-type: none"> <li>- Minutes of May Board Meeting</li> <li>- Minutes of 2024 Annual Meeting as amended: Patty’s presentation pg. 3 referred to “quarterly discount for members”; building project cost projection was \$9.8M, or \$10M if phased.</li> <li>- Committee Reports: <ul style="list-style-type: none"> <li>• Bylaws &amp; Policy committee – verbal update – met and discussed areas where directors were concerned about policy revision proposed at the May meeting.</li> </ul> </li> </ul>	<i>Action:</i> motion to approve with correction to minutes of Annual meeting Todd; second Alosky. In favor: Alosky, Coolbeth, Pandey, Smith, Todd; abstaining: Moore, Pallatto. Approved.
<b>New Business</b>	
Election of Board Officers	
- Proposed slate: Chair, Linda Brock; Vice Chair, Hannah Moore; Treasurer, Brock Alosky; Secretary, Matt Coolbeth.	<i>Action:</i> motion for Secretary to cast ballot for the slate: Todd; second Alosky. All in favor. Approved.
Monitoring Report D.1 Governing Style	
<ul style="list-style-type: none"> <li>- Discussion of word “outward” in the policy: on whom or what is vision focused? Exclusively outward focus would mean are not appropriately monitoring; if too inward, are micro-managing. Should we have some inward focus on governing style itself?</li> <li>- The wording of the interpretations were revised as follows: <ul style="list-style-type: none"> <li>• for item 1: “We will be forward-looking and strategic in our thinking...”</li> <li>• for item 3: “The board commits to the responsibility of governing with respect and through consensus. ...”</li> </ul> </li> <li>- To avoid conflating item 5 with DEIB work, the evidence of compliance was revised to: “All board members are given space to share opinions on each agenda item.”</li> </ul>	<i>Action:</i> motion to approve as compliant: Todd; second: Coolbeth. All in favor. Approved.
Annual Meeting Debrief	
- For next year: work out streaming; move the check-in table closer to the “action;” avoid Hopfest; return to later in day (e.g. after 4pm) if is later in season with better weather; consider inviting people to eat as they arrive. Public comment: establish relationship with NAACP local office.	<i>Action:</i> Smith was asked to work with I.T. consultant on streaming monthly meetings as practice for 2025 annual meeting.
Monitoring Report B.1 Staff Treatment and Compensation	
- Smith reported overall satisfaction with the results of the Staff survey; has not yet received results on engagement. Will get breakdown of scores by department. 100% participation, 34 staff. Low count means a few low scores have a big overall impact. Staff is more diverse: age, race and socio-economic background.	<i>Action:</i> motion to approve as compliant: Coolbeth; second: Todd. All consumer directors in favor, Smith abstained. Approved.

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<ul style="list-style-type: none"> <li>- Smith concerned about low score (though compliant) re: feeling safe to bring up concerns. Hiring of an H/R Director may help.</li> <li>- Pandey suggested the H/R person might hold a focus group to follow up.</li> <li>- Smith may look at other methods widely used by Columinate. Pandey noted ECSU students could also conduct a survey on employee satisfaction.</li> <li>- Brock noted importance of having a clear escalation procedure for an employee who feels they have a problem with the GM.</li> </ul>	
<p><b>CCMA Conference Debrief</b></p> <ul style="list-style-type: none"> <li>- Attended by four directors and one non-management staff member. Takeaways: <ul style="list-style-type: none"> <li>• “Right-sizing” and preparing for expansion: takes avg. 5 years for prepared foods to become profitable (if ever); but supports Ends &amp; reduces food waste .</li> <li>• Diversifying: hard to bring in enough conventional product without angering core long-term members.</li> <li>• Instead of going deeper into food expertise, look at community issues &amp; create a broader cooperative ecosystem.</li> <li>• Encouraging diversity: develop skill of curious listening – wait to hear what the other offers, ask questions for better understanding. Blaming has 94% chance nothing will change.</li> <li>• Food co-ops shift over time from focus on organic; then dietary concerns; then fresh &amp; local; now concerns are prosocial, community, social justice, regenerative foods.</li> <li>• Collaborative food systems – farm networks, putting food into pantries – build networks, co-ops work with others to share burden and process.</li> <li>• Prominent focus: LILA – low-income, low access. Panel co-ops got grant support to expand into these areas but 1 of the 4 closed again in less than 2 years.</li> <li>• Finance: one co-op is having audit team focus on a different issue each year in depth.</li> </ul> </li> </ul>	<p><i>Action:</i> none.</p>
<p><b>Upcoming:</b></p> <ul style="list-style-type: none"> <li>- Cloud9 Training: try it first.</li> <li>- Retreat Date: poll to find options.</li> </ul>	<p><i>Action:</i> directors try out Cloud9 &amp; let Smith, Coolbeth or Brock know if feel need training. Brock issue Doodle poll for retreat dates.</p>
<p><b>Board Scribe Announcement</b></p> <ul style="list-style-type: none"> <li>- Kimberly Montoya and her family will be moving back west. The Board thanked Kimberly for her outstanding service as Scribe.</li> </ul>	
<p><b>Old Business</b></p> <p><b>Reincorporation</b></p> <ul style="list-style-type: none"> <li>- Consensus is the Co-op needs legal support with more state-specific expertise to complete the reincorporation.</li> <li>- Smith heard that the Yale Law Clinic may have someone with cooperative expertise.</li> </ul>	<p><i>Action:</i> Smith contacting Matthew Gaul about possibility of working with WFC on filing.</p>
<p><b>Store Report</b></p> <ul style="list-style-type: none"> <li>- Sales growth 7% YTD.</li> <li>- Hired Anise Guess as the Co-op H/R Coordinator. She has a lot of recruiting experience and is working on certifications and her Master’s degree.</li> </ul>	<p><i>Action:</i> none.</p>

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<ul style="list-style-type: none"> <li>- The grocery department is being reorganized.</li> <li>- A new payroll/HIS system (Paylocity) is being implemented which will streamline financial procedures.</li> </ul>	
<p><b>Executive Session</b> – entered at 8:38pm, exited 8:55pm.</p>	None
<p><b>Action on Member Status</b> The directors rescinded the Co-op membership of an individual after review of recent and prior instances of the member’s behavior that was deemed to pose a risk to the safety of others. The email vote is on record at the Co-op.</p>	<p><i>Action:</i> Alosky, Brock, Coolbeth, Pandey, Smith and Todd affirmed their earlier email vote. Moore and Pallatto abstained.</p>
<p><b>Meeting adjourned</b></p>	9:00pm