

**Willimantic Food Co-op
Meeting of the Board of Directors
July 11, 2024**

Directors Attending: Brock Alosky, Linda Brock, Debbie Pallatto, Niti Pandey, Patty Smith, Joanne Todd

Absent: Matthew Coolbeth, Hannah Moore, Peter Kirk

Others Attending: Matt Woodward, Grocery Manager

Call to Order: 7:03 pm

Agenda Item	Resolution
Members Speak Out	
- None	<i>Action:</i> none.
Consent Agenda	
<ul style="list-style-type: none"> - Minutes of June Board Meeting – corrections: Concerning Patty’s report (pg 2) should say other methods “than used by Columinate” (not “widely used by Columinate”); pg 3. The new H/R Coordinator’s name is spelled “Anisa.” - Committee Reports: no changes. 	<i>Action:</i> motion to approve as corrected: Todd; second: Pandey. All in favor. Approved.
New Business	
<p>Monitoring Report D.2 Board’s Job</p> <ul style="list-style-type: none"> - Brock noted that asking Pallatto to draft the evaluation was a “heavy lift” as the Interpretation section in the existing copy carried forward from 2022 was excessive; thanked Pallatto for her effort. - The Board decided that policy Interpretation should be explicitly noted in the compliance evaluations if the original wording of the policy is deemed vague, or too open-ended or aspirational. Detail about execution should be addressed in Evidence. - Brock noted that her goal is for each policy to reach stability re: the interpretation based on board agreement, not undergo revision every year. 	<i>Action:</i> motion to approve as compliant: Pandey; second: Pallatto. All in favor. Approved.
<p>Monitoring Report B.7 Customer Service and Value</p> <ul style="list-style-type: none"> - Smith’s explanations and the Co-op’s strong performance on the external evaluations were praised. Employees exceed expectations on customer service; meet expectations of product knowledge. - Q: how do we define “high-quality products”? Smith: are refining a purchasing policy to address that; focus so far on organic, local, fair trade. Todd noted customer comments and survey results support the perception. 	<i>Action:</i> motion to approve as compliant: Todd; second: Alosky. All consumer directors in favor, Smith abstained. Approved.
<p>DEIB Committee Update</p> <ul style="list-style-type: none"> - Pallatto has agreed to chair the committee. Goal of building some time into each Board meeting to focus thinking more on our understanding and keep moving toward clarifying goals. - Todd noted importance of acknowledging the diversity we do have; not just race or the shopping experience. - Patty referred to cooperative principle of Equity as an area for more examination, and noted the unofficial DEIB “8th Principle.” - Question raised of whether should have some discussion at the retreat. 	<i>Action:</i> none.
Old Business	
<p>Reincorporation</p> <ul style="list-style-type: none"> - Smith contacted Matthew Gaul re: working with us on process. 	<i>Action:</i> communicate to members the support we got from State legislators.

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<ul style="list-style-type: none"> - Gaul believes statute 595 still needs further revision and advised delaying reincorporation until it is fixed; he is working on further amendments. Session starts Feb. 2025. Gaul also feels we could do a “conversion” instead of the more complex merger process. This might mean a new vote. - Scheduling a preliminary call with Yale Law Clinic re: possible support as well. <p>Retreat</p> <ul style="list-style-type: none"> - Feeling that having some outdoor space would be desirable, relaxed atmosphere. Suggestions included Holiday Hill; Horizons; Patriot Park Lodge on Coventry Lake; Crandalls’ Lodge at Crandall Park in Tolland. Trigo one suggestion for lunch. <p>August Meeting</p> <ul style="list-style-type: none"> - Move to Tues 6th or Thurs 8th depending on director poll results. 	<p><i>Action:</i> Smith find location and arrange for food for Board Retreat on Sat. Sept. 7. (incl. GF and vegetarian options)</p>
<p>Store Report</p> <ul style="list-style-type: none"> - Sales growth hitting the summer lull; 6.5% in June, still 7% YTD. - Q2 financials show strong profit. Funds have been put in CDs with staggered maturity; earnings are part of high profit. Todd advised renewing with longer maturity term due to rate trends. - New H/R Coordinator A. Guest is doing very well. Posted to hire a Brand and Marketing Coordinator. Doing more staff cross-training for better versatility and job satisfaction. - Downtown Country Fair Sept. 29 – preparation is moving forward. Great staff participation in Boombox Parade. 	<p><i>Action:</i> none.</p>
<p>Executive Session – entered at 8:21pm, exited 9:00pm.</p>	<p>Motion to enter Executive Session: Todd; second: Pandey. All in favor.</p>
<p>Meeting adjourned</p>	<p>9:00pm</p>