



APPROVED MINUTES

Upper Valley Food Co-op | Board of Directors Minutes

January 2nd, 2024, 6pm | Hybrid

193 North Main Street | White River Junction, VT 05001+

Directors present: Tina Barney, Kate Rohdenburg, Chris Sneddon, Kerry Rosenthal, Zea Luce, Pamela Perkins, Rio Pires, Sam Sukumar, Max Wunderlich

Directors absent:

GM present: Darrion Whalen

Members present: None

Others present: None

Facilitator: Tina Barney

Recorder: Larissa Sharff

PROCEEDINGS

Open meeting begins at 6:00pm. Called to order by Tina Barney.

1. Agenda & Announcements

- Check-ins and Reading of the Ends
- Board Emails: none
- Member Comments: none
- Agenda Amendment: none
- Announcements: none

2. Meeting Minutes

- November Meeting Minutes
 - Change: none
 - **Approved by CONSENSUS**

3. New Business from the GM

- Successful Holiday Season
 - We had a very successful holiday season, between Thanksgiving and Christmas. Staff morale stayed up despite the busy days. The last two days of December were especially busy, partly because of the inventory sale.
 - We were able to give a \$100 gift to each staff member.
 - We have had some trouble getting inventory, because of the puzzle of ordering ahead around the holidays. Especially with local vendors, who are taking time off.
- Staff
 - There's been some traction with the Grocery Manager position. There are currently three applicants, so hopefully one of those pans out.
- Curbside Shopping
 - We have ended our curbside service. We're still happy to help people who need contact-less shopping, but we're not advertising the service anymore.

4. Policy Governance

- EL4 Membership
 - Chris led the discussion of the policy and the monitoring.
 - Darrion told the board that he's been talking to a current staff member about doing work for the Marketing, Education, and Outreach in addition to their current position. The board was very excited to hear this!
 - **Approved by CONSENSUS**
- G3 Agenda Planning
 - Kate led the discussion of the policy.

- Kate proposed including the calendar with every packet. Larissa agreed.
- Last year the board agreed that the CDS Decision Tree has been replaced with the Policy Governance Cheatsheet and that needs to be updated in the policy.
- **Approved by CONSENSUS**
- M3 Delegation to the GM
 - Pamela led the discussion of the policy.
 - **Approved by CONSENSUS**

5. New Business for the Board

- The Co-op's Ecological Footprint
 - Tina has put together a proposal for the co-op to look into solar panels. Solar panel assistance programs have gone up and costs have gone down. She'd like to get a few free assessments from local companies.
 - Rio was worried that weather changes will mean that there will be a lack of sun in the future and solar panels will not be worth the money. He felt it would need to be put before the members to decide on such a large purchase.
 - Kerry asked about jurisdiction, and if this kind of project encroaches on operations. Tina said she has talked to Darrion and he's in favor of investigating this option. Kerry also has grave doubts that the numbers would align to something we could afford.
 - One reason Tina is proposing this project, is the goal of reducing our electric costs then that money could be invested in raising the wages of our staff. It's also consistent with our mission of sustainability.
 - Sam asked about the heating in the building. Darrion has told Tina that the heating is propane, and the system is complicated enough that it would not be feasible to switch to electric.
 - Zea asked if we even know our ecological footprint, before jumping into this conversation. Tina said an energy assessment was done a few years ago by a Vermont group.
- Board Calendar and Electronic Files
 - Kate asked for the calendar to be included with every meeting packet.
 - Tina asked if Larissa would create a table of contents for dropbox, to help members navigate the files.
 - Larissa will back-up the files in some way, either on a harddrive or thumbdrive.
- Committee Assignments
 - Sam will be taken off the Living Wage committee and Chris will join in her place. Debbie Diegoli would like to stay on as a co-op member.
 - Max will join the Finance committee.
- Term Limits
 - A conversation was had about whether the Vice President has to then step into the President role. It was decided that this is not required.
 - Sam doesn't have the time to be VP, so Kate agreed to take on the role, with the understanding that she will not be President in the future.
- Board Recruitment
 - Kate submitted a proposal for coffee dates with board members. The board decided that they wanted to do an event upstairs in the classroom, aiming to reach people who would come specifically for the event not just passing through the store.
 - Kate scheduled everyone for a coffee date.
- Check-ins
 - Newsletter: Kerry's profile didn't go in the December newsletter, so it will be used for January.
- E&O Project Idea
 - Sam was approached by Rob from the Eagle times about being involved with a 7-minute cooking show. He would edit the whole thing, and the board would come up with episode ideas. It could be a collaboration between One Heart Wellness Co-op and Upper Valley Food Co-op. He would like to do a weekly episode.

- The cost would be \$200 per month, with OHWC covered half that fee and the guest (UVFC) would cover the other half.
- The board worried that this would be under operations. They decided to attempt a "pilot" episode to see how feasible it would be.

6. Assignments

- EL2: Sam
- M&M1: Kerry
- Larissa will add coffee dates to the board calendar

7. General Session Adjourned 8:00pm