

**Middlebury Natural Foods Cooperative
Board of Directors Meeting
December 15, 2021**

Board Members Present: Molly Anderson, Nadine Barnicle, Ilaria Brancoli Busdraghi, Erin Buckwalter, Ollie Cultrara, Lynn Dunton, Kate Gridley, Samantha Langevin, Tam Stewart, Esther Thomas, Amanda Warren.

Board Members Absent:

Others present: Carolee Colter (Columinate consultant – for the Executive Session) Victoria DeWind (staff liaison), Glenn Lower (GM – 6:30)

Board Monitor: Ilaria

Call to Order: Amanda called the meeting to order at 6:16pm via Zoom video.

Member-owner Business: Amanda reported an inquiry from a member-owner about the wellness department. They thought the department was too large and shelf space should be given over to more bulk options for wellness products.

Approval of Minutes: On a motion by Kate, seconded by Molly, the minutes of November 17, 2021 were approved with all in favor.

EL 7 – Communication to the Board and EL 8 – Board Logistical Support: The Board checked in on both reports and did not have further questions or discussion before monitoring. The Board agreed the reports were on time with reasonable interpretation of sufficient data and in compliance.

BMR 2 – Accountability of the GM and BMR 3 – Delegation to the GM: The Board felt these BMR's are straight forward and they are following these policies.

BMR 4 – Evaluating the GM: Kate reported a team meeting with Carolee about the GM review and how it will be different with a new GM. A mid-term review at 3, 6 or 9 months may be written into the new contract. Tam mentioned an earlier meeting with Glenn about a new Treatment of the GM policy used by other co-ops. It includes parameters for Board management of the GM and it may be helpful for a new GM.

(Glenn arrived)

Amanda said that Michael Healy recommended that this year's review not be for Glenn but instead should focus on the evaluation policy and updating it to make sure the language and process is clear. Given Tam's many years for leading Glenn's evaluation, Kate asked Tam if he would share his insights on the evaluation process to help with the revisions. Tam replied yes, any time. Kate, Amanda and Tam will start the work on this project.

GM Report: Glenn let the Board know that Greg was sorry to miss the meeting due to having to cover the store closing. Glenn said the new grocery freezer installation had gone well and he is trying to find other businesses to which the old equipment can be sold or donated.

Executive Session: At 6:42 the Board voted all in favor of a motion by Amanda, seconded by Erin, to go into Executive Session for the GM search discussions.

Adjournment: At 8:32 the Board came out of Executive Session and adjourned the meeting on a motion by Amanda, seconded by Kate, with all voting in favor.

Respectfully submitted by Victoria DeWind