

**Middlebury Natural Foods Cooperative  
Board of Directors Meeting  
October 22, 2025**

**Board Members Present:** Ollie Cultrara, Amanda Warren, Barbara Hofer, Caryne Eskridge, Sam Surks, Ed Blechner, Kristin Hocker, Erin Buckwalter, Samantha Langevin, Caroline Corrente

**Board Members Absent:** Cody Mears

**Others Present:** Greg Prescott (GM), Bonnie Hudspeth

**Call to order:** 6:01 pm

**Member-Owner Business**

**Steering Committee vote**

Amanda made a motion to extend the Steering Committee's charter through February, seconded by Ollie. All voted in favor.

**Minutes**

A motion was made by Samantha to accept the September minutes, seconded by Kristin. All voted in favor to accept the minutes.

**Election Booklet**

BDC had a meeting with Greg and Julia about the election timeline, including the timeline for the election booklet. The staff has requested to receive all the information for the booklet earlier than our past timelines. This proposed timeline would impact the election recruitment deadlines significantly. A question about if we needed a mailed booklet came up, if we should go completely digital, and/or if we should omit candidate bios and pics from the mailed booklet to make the timeline more feasible for staff to produce and not need to change the election recruitment deadlines. We decided to continue mailing an election booklet but this year, not including all the candidate bios/pics. Instead, these will continue to be available online and we discussed having copies of a print version available in the store for folks who prefer to read the candidate bios not on a screen. We also discussed spending some time over the coming year to review our board communications strategy, including what/if we want to continue to mail to member owners.

It was suggested that the Board communicate with member-owners about this change in information arriving through the mail in advance, and use this as a recruitment opportunity.

## **Board Development Committee**

BDC is currently just Barbara and Erin and they are looking for at least one more member to join the committee. Sam and Kristin expressed interest! Samantha said she is willing to be tapped to talk with new prospective board members too during election recruitment.

## **Columinate "Co-op Board Leadership Development" (CBLD) Contract Renewal**

Our CBLD contract is up for renewal. Should we decide to continue, the Co-Treasurers recommend the regular contract based on our current usage.

Erin made a motion to continue with the regular contract with CBLD for the coming year, Ed second. All voted in favor.

## **Winter Retreat**

We have our winter board retreat scheduled for January 24th at the Fenn House at CVUUS. Samantha asked for volunteers to help plan the retreat, like coordinating food, discussing what topics we will cover, etc. Ollie, Erin, and Barbara volunteered to help with content. Kristin and Caroline volunteered to help with food. Sam volunteered to help with day-of logistics like set-up, clean-up.

## **Check-in: BMRs 0 & 5: Global Policy & GM Compensation Philosophy**

When reviewing BMR 0, all board members felt like we were meeting the full extent of the policy. Amanda noted that this might be the first time this has happened, and shows that the Board's work in recent years revising this policy has been helpful.

Three years ago, an Ad Hoc Committee created the compensation philosophy outlined in BMR5. When reviewing BMR 5, the majority of board members felt like we were meeting the full extent of the policy. On basecamp, Samantha will share the full policy language and people should respond on basecamp if they have any questions. If there are any proposed changes, we will do that before the next meeting.

Ollie suggested that the next time we monitor BMR 5, we do it soon after December when we use the compensation philosophy while it's still fresh.

## **JEDI**

Toni responded to the board's question about what to expect from the one-on-one conversations they recommended from each board member. These will be getting to know you conversations and explore what board members are hoping to get from our JEDI work together.

The JEDI Committee has been incorporating feedback from the board into the draft contract. There was discussion about getting more information about the proposed work plan/ scope of work to the whole board as we solidify the contract. The Committee will share the final draft of the contract as well as the internal timeline to basecamp, with a timeline for people to share questions or concerns.

## **GM Report**

Greg shared highlights and answered questions about the report.

An update from the report is that Greg recently learned that the contractor that works with the government to process SNAP-EBT payments may lose their contract on November 1, which would mean that EBT cards would not work. Greg is working with the Foodbank, Hunger Free VT, CVOEO and other partners to understand what the Co-op can do if this happens.

## **EL 6: Staff Treatment and Compensation**

Erin made a motion to monitor EL6 and Samantha seconded. All voted in favor to accept it as on time, reasonable interpretation, data provided, and compliant.

Amanda made a motion to go into Executive Session at 7:40pm for the purposes of Board Development. Caryne seconded. All voted in favor.

## **Executive Session**

Amanda made a motion to end Executive Session at 8:04pm. Ollie seconded. All voted in favor.

Amanda made a motion to end the meeting at 8:04pm and Kristin seconded. All voted in favor.