

Middlebury Natural Foods Cooperative
Board of Directors Meeting
April 15, 2026

Board Members Present: Amanda Warren, Ed Blechner, Erin Buckwalter, Caroline Corrente, Barbara Hofer, Cody Mears, Kristin Hocker, Caryne Eskridge, Ollie Cultrara

Board Members Absent: Samantha Langevin, Sam Surks

Others Present: Greg Prescott (GM), Bonnie Hudspeth, Scout Edenfield

Call to order: 6:03 pm

Member-Owner Business

There is some curiosity around the new traffic patterns around the back of the store. Greg reiterated that creating a route just for deliveries will keep staff and customers safer. There was information about this in the last newsletter and there will continue to be information available to keep customers informed.

Minutes

A motion was made by Erin, seconded by Caryne, to accept the April minutes. All voted in favor, except Ollie who abstained.

Board Development Committee Update

The BDC drafted a new policy to share board election results with the entire board and ranking with candidates when requested. Barbara made a motion to approve this policy, seconded by Erin. All voted in favor.

The committee has met with Toni Brinegar, the board's JEDI consultant, to explore the ways to potentially add youth representation to the board, which will be discussed in the May meeting.

There are nine candidates running for four positions in the upcoming board election, including Barbara and Kristin as incumbents. Barbara expressed gratitude to the board for their part in recruitment.

Barbara asked for board members to volunteer to be 'Board Buddies' to help acclimate newly elected members. Erin and Caryne volunteered to help.

Mini-Retreat

One idea proposed for the mini-retreat this year is meeting with Toni Brinegar to integrate JEDI work. The board agreed October would be a good month to host the retreat.

Check in: BP3: Agenda Planning and Work Plan

100% of board members felt like we were meeting the full extent of the policy by voting a 5 out of 5.

JEDI Committee Update

The committee is in the process of extending their contract with Toni Brinegar. The Committee's current work with Toni is to establish definitions to inform a shared language for the board regarding justice, diversity, equity, inclusion and related topics. Ollie reminded the board that Toni's consulting is available to all committees and individuals on the board - feel free to reach out directly.

The committee believes that having a board compensation philosophy would provide clarity and inform conversations around board compensation, similar to how the GM compensation philosophy developed a few years ago has for GM compensation conversations. There was discussion around the philosophy of board compensation, such as recognition, recruitment, equity, and accessibility. The committee will use these prompts to develop a policy. Ollie, Caryne, Kristin and Ed volunteered to form a short-term committee to develop this further.

GM Report

Greg shared highlights and answered questions about the report.

EL 5: Treatment of Customers

Amanda made a motion to monitor EL5 and Erin seconded. All voted in favor to accept it as on time, reasonable interpretation, data provided, and compliant.

Executive Session

Amanda made a motion at 7:46pm to go into Executive Session to discuss GM evaluation, seconded by Cody.

Amanda made a motion to end Executive Session at 8:03pm, seconded by Cody. All voted in favor.

Amanda made a motion to end the meeting at 8:03 pm and Kristin seconded. All voted in favor.