

**Middlebury Natural Foods Cooperative
Board of Directors Meeting
September 16th, 2026**

Board Members Present: Amanda Warren, Ed Blechner, Erin Buckwalter, Barbara Hofer, Caryne Eskridge, Ollie Cultrara, Samantha Langevin, Caitlin Harder, Ashley Peluso, Caroline Corrente, Kristin Hocker

Board Members Absent: n/a

Others Present: Greg Prescott (GM), James Morrell, Bonnie Hudspeth, Bethany Farrell, Kacie O'Connell, Sarah Fuller, Kylie Briggs, Susan Yao, Sara Granstrom

Call to order: 6:00 pm

Notetaker: Erin & Caryne

Member-Owner Business

A member asked a board member about the Porter Hospital sign that is currently in front of the Co-op. It is put in a public space that the Co-op does not own.

Minutes

Erin made a motion, seconded by Samantha, to accept the July minutes with the edits discussed. All voted in favor, except Kristin and Caroline who abstained.

Patronage

On Basecamp, Amanda made a motion to allocate 100% of the member-owner sourced profits (\$715,779) to patronage dividend; refund 25% (\$178,945) to member-owners and retain 75% in the co-op; and issue refunds of \$1 or greater to member-owners as store credit. Kristin seconded, and all voted to approve.

Executive Limitations (EL) Policy 6: Staff Treatment & Compensation

James Morrell, a consultant with Columinate, came to the meeting to share about the MNFC's all staff survey that he conducted this May. This anonymous survey helps the Co-op collect quantifiable and non-anecdotal information about staff perceptions, and look at changes over time. James commented that we had high staff participation in the survey (98%), lots of engagement in written answers, and high staff participation in the follow-up discussions about the results. James shared that the majority of the questions received high scores, reflecting positive staff perception overall.

James's presentation was identical to the one that staff received. The Board discussed the three areas of response that received the lowest satisfaction scores, including compensation.

Amanda made a motion to accept the report as compliant and to be kept up-to-date about the 3rd party compensation study between now and the next time we monitor this policy, seconded by Barbara. All voted in favor to accept it as on time, reasonable interpretation, data provided, and compliant.

Steering Committee

Erin shared that the application is launched for the Long Range Planning Community Engagement Committee (CEC). We have received two applications so far and have space for up to four non-Board members to join the Committee. The Steering Committee is asking all Board members interested in serving on the CEC to fill out an interest form that is linked on Basecamp. The Steering Committee has been doing outreach to specific people and groups. Erin will share a template email on Basecamp that Board members can use to conduct outreach to folks along with a spreadsheet to track who Board members reach out to.

Amanda made a motion, seconded by Samantha, to: 1) to approve the formation of an ad hoc Long Range Planning Community Engagement Committee made of up of Board members and up to four non-Board members called the Long Range Planning Community Engagement Committee for the purpose of carrying out a community engagement process to inform long range planning, and 2) to give the current Steering Committee the authority to review applications and select the members of the committee. All voted in favor.

JEDI

The Board discussed the JEDI Committee's definition of "equity" as it relates to the Board's collective work. The JEDI Committee will continue to work on these definitions and the board will work on this further at the retreat next month.

GM Report

Greg shared highlights and answered questions about the report.

Executive Limitations (EL) Policy 1: Financial Conditions

Sara Granstrom, Finance Manager, joined at 8:00pm.

There was nothing unexpected in the board budget for the first quarter.

Executive Session

Samantha made a motion to move into executive session at 8:10pm, seconded by Kristin, for the purposes of examining the Co-op's financials related to EL1. All voted in favor.

Amanda made a motion to end Executive Session at 8:18pm, seconded by Caryne. All voted in favor.

Samantha made a motion to monitor EL 1, seconded by Caryne. All voted in favor to accept it as on time, reasonable interpretation, data provided, and compliant.

Barbara made a motion to end the meeting at 8:22 pm and Caroline seconded. All voted in favor.