

Littleton Consumer Cooperative Society
Board of Directors
Meeting Minutes: Regular Board Meeting
February 21, 2021

Meeting convened via Zoom @ 5:03 pm.

Members Present: Wayne Ruggles, Jim Moore, Vanessa Robbins, Matt Whiton, Dani Shaw, and Deb Sullivan.

Members Absent: None

Staff Present: Ed King, Chris Whiton, Minnie Cushing, Becky Colpitts, Charise Baker, Annie Stuart and Melissa Bridges.

Guests: Casey Wilkins

1. Housekeeping & Governance:

- a. Matt read Littleton Food Co-op vision and mission statement.
- b. Jim motioned, Deb seconded, and the board unanimously voted to approve the January minutes.
- c. Ed presented dashboard information.
- d. Ed went over GM compliance with B policy (global executive constraint). Jim motioned, Deb seconded, and the board unanimously voted to approve.
- e. Jim motioned, Vanessa seconded, and the board unanimously voted to approve opening a new account with the National Cooperative Bank, which has one of the better interest rates of .25%. The amount to be deposited to this account will be \$240K.

2. General Manager's Report:

Financials:

- Sales year to date are 18.5% above last year. We will go into the negative starting Mid March as we approach the 1 year anniversary of the Pandemic.
- The \$2 appreciation bonus continues, we are evaluating the need month to month.
- We got the go ahead to pay off our Member Loans at the end of this month.
- We are opening an account with the National Cooperative Bank at .65% interest, one of the better rates out there.

Other topics:

- Attending another Coop Board meeting? Hunger Mt's is March 8th.
- Our Soil Series Webcast was well attended; the next meeting is this Wednesday at 6:30.
- Becky and I are attending some meetings sponsored by the North Country Council about Resiliency in Our Food System.
- We are partnering with Catamount Arts on a cookbook.
- Anyone wishing to write something for the Radish should sign up ASAP.
- The Board Candidate Packets are available and a few have been picked up at the service desk.
- Work on the Annual Meeting is progressing well.
- I placed a new Columinate Report in the GM Evaluation folder that addresses gender wage disparity in Coops.
- Our new scales have arrived and they should be getting installed today, Monday 2/22.
- Work on going live with our Webcart is progressing; this will be a long-term project.

3. Board Topics:

- a. C1 (governing style) board monitoring policy reviewed and discussed.
- b. Jim opened the discussion around raising LFC minimum wage to \$15/hr.
- c. Calendar planning: 4/26- Auditors visit
4/28- Candidate night
5/13- Annual Meeting
- d. Wayne, Deb, Vanessa, Ed, and Becky will hold a meeting regarding the Annual Meeting. Update at March board meeting.
- e. Wayne, Deb, and Vanessa volunteered to complete the GM evaluation packet and present to the board for a vote in March executive session.
- f. Deb gave an update of the Nomination Committee. Candidate interviews are due April 15th and there will be a Candidate night on April 28th. Calendar is in board drive.
- g. Vanessa presented an educational piece around how each dollar which comes into a co-op register is generally utilized and what this means for a profit margin.

Deb motioned, Vanessa seconded, and the board voted unanimously to adjourn the meeting at 6:05 pm.

Executive session held to discuss GM evaluation packet.

The next scheduled meeting is March 22nd at 5:00pm via Zoom.

The April meeting will be held April 26th at 4:00pm to accommodate auditors.

Respectfully submitted by: Vanessa Robbins, Secretary