

WHOLE FOODS COMMUNITY CO-OP, INC.
*Minutes of December 18, 2017 Meeting of the Board of Directors
as approved by the Board of Directors at the January 22, 2018 Meeting*

DATE: December 18, 2017
TIME: 5:30 PM
LOCATION: Whole Foods Co-op, 4426 Grand Avenue, Duluth, MN

Attended by Board members: Carol Andrews, Jamie Harvie, Ryan Jones-Casey, Brad Nelson, Dale Peacock, Mickey Pearson and Jean Sramek. Also present: General Manager Sarah Hannigan. Owner Sydney Olp was in attendance through the Open Session.

Motion, seconded and carried is abbreviated as MSC, followed by the names of the maker, second and vote tally. U = unanimous vote.

OPEN SESSION

Board President Mickey Pearson facilitated the meeting. Board Secretary Carol Andrews served as timekeeper. Mickey called the meeting to order at approximately 5:30 PM.

Introductions:

Board members, management and guests introduced themselves. Board members and management were prepared and reported no conflicts of interest.

Open Listening Sessions:

The Open Listening Session began at approximately 5:45 PM. Owner, and WFC employee, Sydney Olp shared with the Board her observation that packaging of fresh foods that WFC sells, especially produce, is at times excessive. She also shared a customer's request for more ethnic diversity amongst WFC's staff. This no other Owners in attendance seeking to speak to the Board, the Board closed the Open Listening Session at approximately 5:50 PM.

Agenda review:

No modifications were made to the agenda.

Consent Agenda:

The Board approved items as follows:

- Minutes of the November 27, 2017 Board meeting (open session and closed session), as presented (MSU, Jean, Carol; Brad and Dale abstained from voting as they were not present at the meeting).
- Owners Report
42 New Owner Applications in November 2017 (MSU, Jean, Brad)

Review:

Management Report:

- Board received reports on community engagement, ENDS activity and the GIVE round-up program. Lifehouse is to be the GIVE recipient in January.
- UFCW Negotiations continue with negotiations scheduled for December 20th and January 10th.
- As part of the effort to align customer experience at Hillside and Denfeld, a bulk peanut butter grinder is to be installed at Denfeld on December 8th.
- Management is researching the viability of a request from a few Owners to implement a fee for paper bag use.
- Single-use plastic bag and plastic film recycling will return to WFC thanks to a partnership with Pinewood, Inc who will create supported employment and jobs training opportunities through the pick-up and transport of plastics from WFC to WLSSD.

Governance Updates:

- Board discussed possible October dates for 2018 Annual Owners Meeting; expressed a desire for more local foods on the menu.
- Board agreed upon dates for Spring retreat with CBLD Consultant, Leslie Watson, Management Consultant, Art Sherwood, General Manager, and top management team.

Compliance Reports:

- There were no compliance reports due for December.

Old/New Business:

The Board reviewed the draft minutes of the 2017 Annual Owners Meeting, to be presented to the Owners for approval at the 2018 Annual Owners Meeting in October 2018.

The Board reviewed Conflict of Interest statements for all Board Members.

The Board reflected on their takeaways from reading the NCG Current Industry Trends.

Open session adjourned at approximately 7:15 pm. Sydney Olp departed.

CLOSED SESSION

Mickey directed the Board and General Manager to closed session.

- Board was updated on timing of financial reporting and status of hiring Finance Manager.

Closed session ended and meeting adjourned at 7:25pm.

Respectfully submitted,

Sarah Hannigan, General Manager