

WHOLE FOODS COMMUNITY CO-OP, INC.
Minutes of March 25, 2019 Meeting of the Board of Directors
as approved at the April 22, 2019 Meeting of the Board of Directors

DATE: March 25, 2019
TIME: 5:30 PM
LOCATION: Whole Foods Co-op, 4426 Grand Avenue, Duluth, MN

Attended by Board members Jamie Harvie, Maria Isley, Heather Strasser, Ryan Jones-Casey, Brandon Smith, Mickey Pearson and Kim Nordin. Also present: General Manager Sarah Hannigan. Board Member, Jean Sramek and Board Administrator, Josephine Lepak, were not in attendance. Owner in attendance for entire Open Session: Meli Osanya. In attendance from beginning of meeting through presentation by Bargaining Unit: Terri Ferron and Morgan Prisig. In attendance for Bargaining Unit presentation only: Susan Boorsma, Kelly Leingang, Samantha Legato, Rianna Reiter, Mitch Ziegler, Matthew Lape, and Robert Kajer.

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. Brandon Smith served as timekeeper. Mickey called the meeting to order at approximately 5:31PM.

Open Listening Sessions:

With no Owners in attendance seeking to speak to the Board, Mickey closed the Open Listening Session at 5:33 PM.

Introductions:

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

Consent Agenda:

The Board approved items (MSU, Dale, Jamie) as follows:

- Minutes February 25, 2019 Meeting of the Board of Directors
- New Owner Applications, Transfer Requests, Fran Skinner Memorial Fund Applications, and Termination Requests for February 2019

Review:

Management Report:

- Received notice of the annual meeting of the National Co-op Grocers, of which WFC is a member.
- Received updates on operations including Hillside grocery reset, annual liability and work comp insurance renewal, staff survey follow up, upcoming biennial shopper satisfaction survey
- Discussed updates on upcoming All-Staff Meetings, Labor Management Committee training and launch, updates to marketing initiatives, and outcome of recent hiring fair.

Compliance Reports

- Board reviewed and accepted as written policy compliance reports as follows:
 - C-Global Governance Commitment, C1-Governing Style, C2-The Board's Job

Old/New Business:

- Board reviewed Owner Engagement Committee Report and heard an update on the committee's work

- Annual Bargaining Unit Presentation: Rianna Reiter, Chief Union Steward, distributed copies and read the Bargaining Unit's presentation to the Board. Mickey thanked Rianna and other attendees for the presentation and indicated that the Board would discuss the presentation and follow up.
- Board heard an update from the Recruitment Committee about recruitment activity

Board Study/Discussion:

- Brandon led a discussion about the reading *Appreciating the Diversity of Member Needs and Motivations*

Open session adjourned at approximately 6:52pm.

The Board took a break and re-convened in closed session at 7:00pm.

CLOSED SESSION

General Manager Evaluation Committee

- Board reviewed and discussed the committee report including the completion of the annual General Manager Evaluation on March 18, 2019.

Financial Conditions:

- Board reviewed February 2019 Financial Narrative and Monthly Financial Reports

Bargaining Unit Presentation:

- Board discussed the presentation and follow up.

Closed session adjourned at approximately 8:06 pm.

Prepared and submitted by Sarah Hannigan, General Manager