

WHOLE FOODS COMMUNITY CO-OP, INC.
Minutes of August 24, 2020 Meeting of the Board of Directors
as approved at the September 28, 2020 Meeting of the Board of Directors

DATE: August 24, 2020
TIME: 5:30 PM
LOCATION: Board Met via WebEx video conferencing

Attended by Board members Brandon Smith, Ryan Jones-Casey, Dale Peacock, Kim Nordin, Jamie Harvie, and Maria Isley. Meli Osanya and Mickey Pearson were absent. Also present: General Manager Sarah Hannigan. UFCW Bargaining Unit Representatives present: Chief Union Stewards, Susan Boorsma and Kelly Leingang; Business Agent, Bruce Bergh.

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 Jamie Harvie facilitated the meeting. Kim Nordin served as timekeeper. Jamie called the meeting to order at approximately 5:36 PM.

Open Listening Sessions:

With no Owners in attendance seeking to speak to the Board, Jamie closed the Open Listening Session at 5:37 PM.

Introductions:

Board members and management introduced themselves. Board members and management were prepared; standing conflicts formally reported by all Board members at the November 25, 2019 meeting of the Board of Directors were noted; none were pursuant to the items on the current meeting agenda.

UFCW Bargaining Unit representatives introduced themselves.

2020 Bargaining Unit Presentation:

Susan Boorsma, Chief Union Steward, read a prepared presentation to the Board; the presentation was also emailed to the Board President and distributed to the Board. Jamie thanked Susan and Kelly for the presentation and indicated that the Board would discuss the presentation and follow up after the next Board meeting. Susan and Kelly left the meeting at 5:47pm.

Consent Agenda:

Board approved (Kim, Maria MSU) items on the consent agenda as follows:

- Minutes of the July 27, 2020 Meeting of the Board of Directors
- Owners Report: New Owner Applications; Fran Skinner Matching Fund Allocations; Owner Transfer Requests and Owner Termination Requests for July 2020

Management Report:

- Board received reports on community engagement, marketing reach, ENDS sponsorship and donation activity, the redesigned Garbanzo Gazette, the FY20 Annual Report and the GIVE round-up program.
- Board received updates about day-to-day operations, administrative functions and WFC's response to COVID-19, supply chain disruption, and the recession. Board received updates on support WFC is receiving through its business services cooperative, National Co-op Grocers.
- Board discussed the 2020 Annual Owner Meeting; Board members Kim, Jamie, Dale and Mickey agreed to meet with the technical and logistical support team for the virtual event for development and planning of the virtual – yet engaging – event.
- General Manager responded to Board's questions about the content of the Management Report including the process for selecting GIVE participants for 2021 which will include an opportunity for Owners to vote on applicant finalists; staff reception to the \$100 gift cards that were distributed to employees on August

21st; and law enforcement engagement protocols.

Compliance Reports

- Board reviewed and accepted as written policy compliance reports as follows:
 - Executive Limitations B5 – Treatment of Customers
 - ENDS

Bruce Bergh left the meeting at 6:22pm.

New/Old Business

- As per Board Process Policy C6, section 3c, Board officer continuity was discussed ahead of the upcoming Board election.
- Proposed amendments to the Bylaws were approved (Kim, Brandon, MSU) to be presented to the Owners for consideration in the October election.

Committee Reports

- Brandon presented the Recruitment Committee report: five candidates, including two incumbents, submitted applications. Once background checks and candidate interviews are complete the Committee will present the final slate of candidates to the Board to approve their inclusion on the ballot. This action will take place via email ahead of production of the voter guide.

Open session ended at approximately 6:40pm.

CLOSED SESSION

Financial Committee Report:

- Board reviewed the July 2020 Financial Reports.

2020 Bargaining Unit Presentation:

- Board and General Manager reviewed and discussed the Bargaining Unit Presentation.

Closed session ended and meeting adjourned at approximately 7:07pm.

Respectfully submitted,

Sarah Hannigan, General Manager