



**WHOLE FOODS COMMUNITY CO-OP, INC.**  
*Minutes of November 22, 2021 Meeting of the Board of Directors  
as approved at the December 20, 2021 Meeting of the Board of Directors*

**DATE:** November 22, 2021  
**TIME:** 5:30 PM  
**LOCATION:** Meeting held at Whole Foods Co-op Denfeld, 4426 Grand Avenue, Duluth, MN

Attended by Board members Sarah Erickson, Jamie Harvie, Maria Isley, Emily Kuentler, LeAnn Littlewolf, Vidar Sanchez, and Holly Wolfe. Robin Pestalozzi attended via phone. Ryan Jones-Casey did not attend. Also present: General Manager Sarah Hannigan.

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

**OPEN SESSION**

Jamie Harvie facilitated the meeting and called the meeting to order at approximately 5:34 PM.

Open Listening Sessions:

With no Owners in attendance seeking to speak to the Board, Ryan closed the Open Listening Session at 5:34 PM

Introductions:

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

Minutes of the September 27, 2021 Meeting of the Board of Directors

Approved (Holly, Maria, MSC4; Sarah, LeAnn, Vidar and Robin abstaining).

New Owner Applications; Fran Skinner Matching Fund Allocations; Owner Transfer Requests and Owner Termination Requests for September and October 2021

Approved (Emily, LeAnn, MSU)

Review:

Management Update:

- Board received an update from management on operations, the cooperative aspects of business, and the work the Co-op is doing to support a healthy community.
- Discussion included a review of the new management update format, the executive summary of the Shopper Satisfaction Survey, professional development for staff related to diversity, education and inclusion, and ways the Co-op works to support other cooperatives.

Compliance Reports:

- Board reviewed and accepted policy interpretation and compliance reports prepared by fellow Board members:
  - Board Process Policy C7 – Board Committee Principles

Old/New Business:

- Board members reviewed and discussed Annual Statements Concerning Directors Code of Conduct and Possible Conflict of Interest. Board members shared their affiliations in the community.
- Board reviewed the recap documentation from the November 13, 2021 Board Retreat.
- Board elected Officers for the 2021-2022 term as follows:
  - President, Jamie Harvie (LeAnn, Holly, MSU)
  - Vice President, Emily Kuentler and Treasurer, Ryan Jones-Casey (Maria, Robin, MSU)
  - Secretary, Vidar Sanchez (Holly, Emily, MSU)
- Board discussed possible committee composition for the 2021-2022 term; committees to convene ahead of December 2021 Board meeting and determine chair and draft charter for Board approval:
  - General Manager Evaluation Committee: Jamie (chair), Ryan, Maria, Sarah, Holly
  - Finance Committee: Ryan (chair), Emily, Robin, LeAnn
  - Recruitment: Vidar, Sarah
  - Executive Committee: to be made up for Board officers
- Board discussed possible Board goals for the 2021-2022 term and ad hoc committees to support the goals; Executive Committee to take discussion and draft goals for review and approval at the December 2021 Board meeting

Open session adjourned at approximately 7:06 pm.

**CLOSED SESSION**

Finance Committee:

- Board reviewed and accepted as presented policy interpretation and compliance report for:
  - Executive Limitations Policy B1 – Financial Conditions for 1Q22, including 1Q22 Financial Statements
- Board reviewed:
  - September and October 2021 Monthly Financial Reports

Closed session adjourned at approximately 7:20 pm.

Respectfully submitted,  
Sarah Hannigan, General Manager