



**WHOLE FOODS COMMUNITY CO-OP, INC.**  
*Minutes of the June 26, 2023 Meeting of the Board of Directors  
as approved by the Board of Directors on July 24, 2023*

**DATE:** June 26, 2023  
**TIME:** 5:30 PM  
**LOCATION:** Denfeld Community Classroom, 4426 Grand Avenue, Duluth, MN  
with virtual attendance

Attended in person by Board members Diane Desotelle, Holly Wolfe, LeAnn Littlewolf, Lynn Kalnbach, Jamie Harvie, and Scott VanDaele. Maria Isley, Robin Pestalozzi, and Amber Schlater were not present. Management present: General Manager Sarah Hannigan. Owner present: Susie Darly-Hill. Guest present (virtual): Tony Alongi, National Co-op Grocers.

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

**OPEN SESSION**

Holly Wolfe facilitated the meeting and called the meeting to order at approximately 5:34 PM.

Introductions:

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

Open Listening Sessions:

With no Owner requests to participate in the Owner Listening Session, Holly closed the Owner Listening Session at 5:37pm.

Owner Linkage:

Board members reported engagement and comments received directly from Owners.

Consent Agenda

Consent Agenda items were approved (Jamie, Scott MSU):

- Minutes of the May 22, 2023 Meeting of the Board of Directors were approved
- New Owner Applications; Fran Skinner Matching Fund Allocations; Owner Transfer Requests and Owner Termination Requests for May 2023 were approved.

Policy Compliance:

- Board reviewed policy compliance reports, determined the interpretations were reasonable and included adequate data to demonstrate compliance, and accepted as compliant the following reports as presented:
  - Board Process Policy C4 – Agenda Planning
  - Executive Limitations Policy B2 – Planning and Financial Budgeting

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 focused on the ratification of the 2023-2026 Collective Bargaining Agreement which includes an updated wage scale, insurance benefit enhancements, recognition of Juneteenth and LMK, Jr Day as holidays, increased contingency pay, increased time off between shifts, required posting of schedules 17 days in advance, and differential pay for Deli clerks and cooks with ServSafe certification.

- Discussion included updates on conversations held between the General Manager and vendors regarding the Co-op supporting the local food economy. Follow-up to be considered at a future Board meeting.
- Board received the 2022-2025 Strategic Plan update with priority pathways and actions outlined for Fiscal Year 2024 to include staff experience, customer experience, community engagement, infrastructure, and business metrics and systems.

Old/New Business:

- Board reviewed committee reports from the Recruitment Committee.

Board Education

- Tony Alongi gave a presentation on National Co-op Grocers and shared ways that Whole Foods Co-op benefits from its membership in the national business services cooperative that supports the success of member grocery cooperatives. Tony answered questions from Board members.

At approximately 7:22 pm, the open session adjourned. Susie Daryl-Hill and Tony Alongi left the meeting.

**CLOSED SESSION**

Finance Committee Report:

- Board reviewed Finance Committee Report:
  - Board reviewed the May 2023 Monthly Financial Statements
  - Board reviewed the Fiscal Year 2024 Budget and Narrative
  - Board approved Fiscal Year 2024 Budget (Jamie, D, MSU)

Meeting adjourned at approximately 7:58 pm.

Respectfully submitted,  
Sarah Hannigan, General Manager