

Approved



2020 Annual Meeting

Thursday, November 12, 2020 6:00-7:30pm

Via Zoom Webinar

Welcome: General Manager Kari Bradley welcomed the attendees and explained some of the meeting logistics. Kari introduced Council President Scott Hess who led a toast to the Co-op community. Three polls were taken of the attendees to get a sense of who was present and the results were shared.

Council members provided brief prerecorded statements as did the incoming Council members Catherine Lowther and Deb Robinson.

Kari introduced moderator Bonnie Hudspeth of the Neighboring Food Co-op Association. Bonnie shared the agenda and explained how attendees could submit questions and comments. Bonnie established that there was quorum with over 100 members attending. Bonnie introduced approval of the 2019 annual meeting minutes. **Linda Kelly moved, Amy Willis seconded and the members approved 2019 annual meeting minutes.**

Employee Recognition: Council member Olivia Dunton announced the 2020 Customer Service Award Winner, Tim Johnson. Olivia shared major employee anniversaries from the past year. Members shared many employee appreciations.

Council Diversity Committee Report: Council Vice President Katie Michels presented a summary of Council and staff work on diversity, equity and inclusion, including a resolution that was recently adopted by the Council. Katie explained next steps including how the resolution would be converted into a policy by which the Council can direct staff to take actions to foster diversity and inclusion within our community. Katie responded to member questions and comments, including how members can become involved in the Co-op's diversity efforts.

Community Fund Grants: Hunger Mountain Cooperative Community Fund Committee Chair Matt Levin presented the grant awards for 2020. There were seven grants totaling \$11,030.

Annual Reports/Q&A: Kari and Scott presented reports on the past year and upcoming holiday shopping season. Topics included successes and challenges, a financial report, safe shopping at the holidays and Neighbors Helping Neighbors Food and Fund Drive. Members submitted questions and comments about product selection and out of stocks in the curbside program, preparation for shopper lines during winter conditions, the Co-op's Paycheck Protection Loan, operation of the curbside program, and buying policies and climate change.

Approved

Co-op Bylaws Update: Bylaw Chair Carl Etnier presented a summary of the committee's work and the previous plan last spring for a special member meeting to consider the proposal to revise the bylaws. Carl explained that the committee will meet soon to consider whether to move forward with a member vote using teleconferencing technology due to the pandemic. Members expressed appreciation for the work done so far.

Cooperative Community Award: Council member Eric Jacobson announced that Helen and Jules Rabin were this year's Cooperative Community Award winners. Eric provided a brief summary of Helen and Jules' history as bakers and their contributions to the community. Nessa Rabin read a moving statement by her father Jules thanking the Co-op for this award. There was an outpouring of appreciations from members for Helen and Jules. The award comes with a locally-crafted glass apple sculpture and Co-op gift card.

Closing: Kari recognized outgoing Council members and explained the upcoming Council appointment process. There was a reminder about an upcoming Member Roundtable and the order deadline for Thanksgiving turkeys and pies. Scott thanked ORCA media, vendors who donated food and raffle items, award artists, community partners and staff who worked on the meeting. Scott announced the raffle prize winners and invited attendees to provide feedback through a post-meeting survey. Scott thanked everyone for participating. The meeting was adjourned by consensus at 7:23pm.