

**DRAFT**  
**LVC meeting 4/1/20**

Present Jono Neiger, Lise Coppinger, Ann Ferguson, Martin Pittman, Julio Mendez, Danielle Barshak, Sam Black, Karen Traub, Jean Bergstrom, Lori Lynn Hoffer

Meeting opened at 7:07 pm

Approved minutes of 3/25/20

Jono's update on finance -things are looking good regarding Coop income. Susan Walker is working about 15 hours a week. LVC owes town taxes. Actively investigating funds for Covid 19 relief including deferment of mortgage and credit line and the Paycheck Protection Program (small business association through GSB) which is a fund potential loan/ grant toward wages, mortgage etc. and Economic income disaster loan covers all sorts of things- possible to get \$10,000 as part of application.

Motion to authorize the executive committee of the board to apply for the PPP and Economic Injury Disaster Loan passed unanimously.

Communication and outreach committee says congrats to Ann on a beautiful newsletter and a mailchimp is coming out soon and will mention hours, food and update on donations toward April 15, goal. Continuing to promote the Coop on social media.

Motion approved to appoint Sam as President, Jono VP and as interim treasurer, Ann as clerk.

Approved – unanimously invited Jeff Lacy back onto the board.

Volunteers, Sam reports more are needed. Martin suggests mentions specifically for filing and at the register.

Concern and support expressed for Paul- "You are invaluable to us and we recommend that you practice self-care and take at least one day a week off."

8pm Erbin joins us to discuss board cohesion. Erbin says we have taken on a lot in turning the Coop around, coming together as a board we are in some ways like a start-up. In disruptive periods it is important to revive and restructure the vision and mission and norms of decision making, do we start with bylaws, what is going to work for us now after the disruption.

Rebuilding what is it we are trying to do and how can we build from that foundation. Erbin is concerned about the level of stamina when we are trying to do everything.

Sam: there's a strong cohesiveness and we feel like we are part of a structure with a shared vision. It is the vendor debt that is our biggest burden.

Erbin: Would we consider other distributors like Associated Buyers to create some friendly competition. UNFI is experiencing disruptions delivering to small Coops due to the pandemic. If there is a way to develop an agreement, NFCA has a relationship with UNFI and might be able to help, although the situation is financial- Coop association has large Coops that work with

UNFI, might intervene to help us. Jean mentions Chex.com as a distributor. Julio says Paul is a guarantor for the debt payback. Erbin agrees that is a problem but suggests we work with other distributors even as we develop a plan to pay back UNFI. We don't want to be dependent on one distributor. Erbin will check in with Paul about connecting with Associated Buyers. Jono asks about tools to help with board cohesion and functioning- other strategies to come together with little time and many demands. Martin adds how can we use the large size of our board to our advantage in communication.

Erbin's National Coop Association board is 28 people. Have to figure out how to use members as resources, how can you engage them effectively. Most Coops are between 9-11. Erbin says more is better when wrestling with so much. The more we can plan out approaches to communication and decisions with time limits and consistent agenda items, yearlong calendar so we can see what is coming when will help us feel like we have more control over all the parts we have to manage. Erbin has been going through documents on running a good board- there is no one way but we need to adapt the info that is out there. Erbin is happy to discuss what works and not.

Jono likes the idea of checking in with an item per meeting about norms and board functioning. Ann mentions board meetings at least once a week and wonders what Erbin thinks about this. Erbin asks why are we meeting so much. Jono answers that we are about 8 weeks out and feel the need to keep in touch with the board with the things that have been happening. It's been complicated because of change in leadership. Erbin asks us to consider what can be peeled off to reduce need for meetings- what can we formalize to free us up to not meet so frequently. It makes sense to take some time to rebuild relationships and set the course for the Coop. Jono mentions the turnaround plan includes each subcommittee listing what we are doing and creating a guiding document for this period. Jono would like a week where he makes specific requests to each subcommittee to make bullet points indicating parts of the turnaround plan. Erbin says folks are ready to take a look. Sam says the application for the grant/loans will help us frame the information that can be used in the turnaround document.

Julio wants to pass the Gofundme to the fundraising committee. Jono touched base with Alex and about updating and waiting to hear back. Money is going to a general account. Julio will look into it.

Martin brings up that if the board is confused about old campaign, new campaign- why not just articulate new priorities for fundraising with the new board. Is it an ongoing campaign or a new one. Julio thinks it is a better idea to keep the old campaign going to simplify the message.

Infrastructure committee update- tasks have been distributed and are in process, no new developments.

Subcommittees are on google spreadsheet- for clarification

Sustainability Daneille Barshak

Personell Danielle, Martin

Infrastructure- Lise\*, Martin

Fundraising- Karen\*, Sam, Jeff, Ann

Volunteer- Sam\*, Karen

Communication and member outreach LoriLynn\*, Jean\*, Ann, Julio  
Finance and business plan- Jono\*, Ann

Suggestion that the committees report in writing on Mon or Tues with notes/bullet points/questions. Julio suggests putting it a google doc with date Week of: committee names and members would put summary of what's happening.

Adjourned 9:03pm

Respectfully Submitted,  
Karen Traub