

**FIDDLEHEADS BOARD OF DIRECTORS**  
**Minutes of Board Meeting of January 17, 2017**  
**105 Huntington Street, New London**  
(Approved by the Board on February 21, 2017)

**I. CALL TO ORDER, ATTENDANCE, ANNOUNCEMENTS**

**A. Call to Order**

Susan Phillips called to order a monthly meeting of the Fiddleheads Board of Directors at 6:30 p.m. on Tuesday, January 17, 2017 at 105 Huntington Street, New London, CT.

**B. Attendance**

**The following Board members were present:**

Susan Phillips, President  
Helene Bardinnet, Vice-President  
Danny Spurr, Secretary  
Susan Zimmerman, Treasurer  
Mona Harmon-Bowman  
Ellen Clinesmith  
Kelleen Giffin  
Carolyn Wilson  
Rachel Black

**The following additional persons were present:**

Lexa Juhre, General Manager (arrived at 6:34 p.m., exited at 8:15 p.m. due to executive session)  
Elisa Giommi, Board Administrator (left at 8:05 p.m. due to executive session)  
Paul Reid, Owner (exited at 6:55 p.m.)

**C. Check-in (6:30-6:36)**

1. The Board was informed of a fracking waste ban proposal that is being developed for New London.
2. Rachel is expecting!
3. Some folks will be attending the upcoming post-inauguration marches in Washington and Boston this coming weekend.
4. Surgery went well for Lexa's partner.

**D. Agenda Review**

1. Annual meeting item was moved to the February 7<sup>th</sup> meeting.
2. A discussion item was added regarding volunteers for the Co-op birthday party in February.
3. The visioning discussion was moved to precede the Executive Session, so that non-board members could depart early.

**E. Owner Comments (6:36-6:39)**

Paul Reid introduced himself. He was informed of the upcoming Board election should he be interested in running for Board of Directors.

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**II. COMMITTEE/TASK FORCE (6:39-6:41)**

**A. Nominations Committee (6:39-6:41)**

Nominations committee will have a table at the upcoming birthday party.

**B. Annual Meeting**

It was noted that there will be construction in the Hygienic Art Park until June. The Board had no objection to potentially shifting the date or location of the Annual Meeting.

**III. DISCUSSION/ACTION ITEMS (6:41-7:00)**

**A. Birthday Party (6:41-6:47)**

Lexa informed the Board of the Co-op's Birthday Party schedule and requested Board volunteers for Saturday, February 4<sup>th</sup> from noon to 6 p.m. to staff the Board table and membership table or help with other tasks. Board members can reach out to Lexa with their availability. Sue Phillips offered to put Lexa in touch with the Coast Guard Academy if she needed additional volunteers.

**B. Board Self-evaluation (6:47-6:56)**

Helene is in continuing discussions with Joel and Jade at CDS regarding the evaluation. It was decided that results of the draft evaluation be shared with the Board for the February 7<sup>th</sup> packet and, in the interest of focusing the Board's attention upward and outward, there be minimal discussion. It was also requested that bullet points of reasons for self-evaluating be provided.

**C. Board Monitoring Report C7- Committee Principles (6:56-7:00)**

The Board evaluated its performance regarding policy C7. Policies scored generally well. Two handouts of CDS documents related to Committees were distributed to Board members to provide additional clarity regarding policies and to address some of the comments and lower rankings.

The possibility of a audit/finance committee or a strategy committee being formed at some point in the future was brought up and noted for potential future discussion.

**IV. MINUTES OF DECEMBER 20, 2016 (7:00-7:02)**

**Motion to approve the Board minutes of December 20, 2016 with amendments noted:**

Motion: Ellen Clinesmith

Second: Helene Bardinnet

All in favor with Rachel Black abstaining

**V. CONSENT AGENDA**

There were no Member equity refund requests.

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**VI. VISIONING DISCUSSION (7:03-8:05)**

**A. New London County Food Systems Baseline Report**

Some of the topics discussed included:

1. The RX for Health program at Backus
2. Informing health care providers about Fiddleheads as a potential resource.
3. Bringing other organizations, such as FRESH, into the store
4. Providing Staff with paid outreach and volunteering opportunities and owners with external volunteer opportunities.
5. A Veggie Visa program for older children.
6. Partnering with New London's Brigade food program.
7. Food for All program using coalition partners to determine eligibility for the program-making sure that the program is sustainable and good partners are found.
8. A "round up" your grocery bill program to fund programs. Lexa noted that this might require a third party non-profit to be involved.

It was noted that these ideas are operational, but may provide Lexa with additional ideas to better fulfill her Ends goals. It was also noted that the food justice issue is relevant in other areas of New London County in addition to the City of New London. Also, it was noted that the numbers in the report have improved since 2010, when they were reported.

Lexa affirmed that she is still involved in the Food Policy Council, noting that the Council is very limited in its scope and funding. She noted also that the outreach position at the co-op is currently more of a branding and marketing position than an outreach and education position, and expanding Fiddleheads educational and food justice role will require additional allocation of resources. Currently, allocating additional resources to increasing staff wages is a main focus.

**B. Bloomingfoods Article**

There was a discussion of what might be learned from the article about the Bloomingfoods Co-op's struggles. Member communication was discussed, emphasizing that communication should be two-way. The question was raised as to how to create a constant dialog with owners. The current relocation plan of the Willimantic Co-op was discussed as a potential example of owner communication strategies. It was suggested that the Board invite some people from Willimantic to talk about their process at the March or April Board meeting.

It was suggested that the Co-op better educate its owners about the Co-op's Ends and the fact that we have Ends.

The idea of visiting Willimantic Co-op GM Alice at the Willimantic Food Co-op was revived. Ellen will organize a visit to the Co-op.

It was also noted that the Bloomingfoods Ends evaluation from their minutes was worth reading as, though scathing, a good example of an Ends evaluation.

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**VII. EXECUTIVE SESSION**

The purpose of the Executive Session is to discuss personnel matters relating to GM evaluation.

**Motion to enter executive session:**

Motion: Mona Harmon-Bowman  
Second: Kelleen Giffin  
All in favor

Executive session entered at 8:05 p.m and exited at 8:43 p.m.  
Confidential minutes were taken in executive session. No votes were taken.

**VI. CLOSINGS**

**A. Review Decisions, Tasks, and Assignments**

1. Board members reach out to Lexa with availability for Birthday Party on Saturday, February 4, 2017, 12-6 p.m.
2. Talk to Willimantic Food Co-op Board members about potentially attending the March or April meeting to discuss their relocation process. (Susan Z.)
3. Schedule visit to Willimantic Food Co-op (Ellen)
4. Meeting Agenda (Sue and Elisa)
5. Annual Meeting Notes/Minutes (Danny)
6. Board Self-evaluation results with reason bullet points (Helene)
7. GM Monitoring Report Policies B4 and B9 (Lexa)
8. Amended GM monitoring report B3 (Lexa)
9. Draft Minutes of January 17, 2017 Meeting (Danny & Elisa)
10. Draft Minutes of December 20, 2016 and January 17, 2017 Executive Session (Danny)
11. Draft Agenda for February 21, 2017 meeting (Elisa)

**B. Adjournment**

**Motion to adjourn:**

Motion: Mona Harmon-Bowman  
Second: Ellen Clinesmith  
All in favor

**Meeting adjourned at 8:44 p.m.**

\* \* \* \* \*

Draft minutes prepared for submission to the board by Daniel Spurr/Elisa Giommi on January 20, 2017.

Minutes approved by vote of the Board on February 21, 2017 and put into final form by Danny

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Spurr/Elisa Giommi on February 28, 2017.