

1. Addition to Section 1.2 Purpose

Current wording:

The purpose of the Cooperative is to provide healthy food at an affordable price while building community, supporting local agriculture, and respecting the natural environment. * The cooperative shall be operated exclusively on a cooperative basis for the benefit of its members as patrons of its goods and services.

* Proposed change:

Add after the first sentence: *We work to understand and counter the many historical injustices on which our modern food system rests.*

Rationale: This proposed addition stems from our board discussions over the past year about how our work at Quabbin Harvest intersects racial equity issues. The first sentence of this section is our mission statement, which leaves unstated the specific values that motivate us. We recognize that adding a sentence to the Bylaws is a largely symbolic step, but it seemed like a way to move issues of equity into greater awareness for the co-op leadership and membership so we can continue to think of ways to pursue this goal. Some proposals that have come out of board discussions include: sharing resources and initiating discussions about equity issues through our communications channels; cultivating relationships with BIPOC-led food businesses; and continuing to work toward providing a living wage to our own staff as a way to move beyond the long-standing pattern of underpaying food systems workers.

2. Addition to Section 4.6 – Committees

Current wording:

The Board may create standing or special committees to advise the Board or to exercise such authority as the Board shall designate. Members of all committees shall be appointed by the Board and may be removed or replaced by the Board whenever the best interests of the Cooperative would thereby be served. The Board may appoint both Cooperative Members and Directors to any committee. ** The creation of a committee and the appointment of members to it must be approved by a majority of all directors then in office. An executive committee shall include the Chairman, Secretary and Treasurer. No committee shall operate to relieve the Board of any of its legal responsibilities in the oversight of the Cooperative.

** Proposed change:

Add after the third sentence: *Each board member shall serve on at least one standing committee (Executive, Finance, Personnel, Outreach, Nominations, Facilities, Development). Committee chairs shall submit regular written reports to the board.*

Rationale: Our committee structure and reporting remain uneven. Making this a more explicit expectation for board members is one step toward formalizing this side of the operation and creating a more robust and active committee structure that can better support our staff and involve member-volunteers.