

**Natural Harvest Food Co-op**  
**February 11, 2016— 5:30 PM**  
**Virginia High School — Conference Room Room T102**  
**Enter Door #6**

**Board Members Present: Debbie Pettinelli, Troy Caddy, Britta Bloomquist, Chris Ismil, Jacob Rosandich, Samantha Krage, and Leah Calgaro**  
**Board Members Absent: Sarah Packa, Zach Yurczyk**  
**Staff Present: GM Anja Parenteau**

**1. Call Meeting to Order**

Troy called the meeting to order at 5:32 PM

**2. Welcome Guests**

Rick Cannata and Mike Warner from Great Lakes Region Organizing Committee

**3. Labor Agreement**

Rick explained the Project Labor Agreement(PLA)

**4. Committee Updates**

**Education**

The Annual Meeting will be on Saturday, April 30, at the Mountain Iron Community Center. Social hour 5:00 PM, dinner/meeting at 6:00 PM.

**Annual Meeting Topics**

Bylaws: We will vote on the bylaw changes. Anja will post these for members to see in advance. Anja will talk to the co-op lawyer about how we need to vote for these i.e. how many votes we need(percentage to pass), etc..

Expansion updates from Troy and Chris will also take place at the annual meeting.

**5. Expansion Update**

**Development**

Benchmark created an 83 stall parking design for NHFC and Virginia Dental to share. We need the City to convey us the land with lot number 8 and 9. Michael Miskovich also agreed to purchase memberships for his employees that do not currently have memberships.

LHB was hired, we are going to have a kickoff meeting on Tuesday, February 16, from 3:00 PM-5:00 PM. Benchmark Engineering and UNFI will also be at meeting. Next meetings will include companies for other parts of store. The project will be bid at the end of April.

**6. Project Labor Agreement Discussion**

Chris Ismil makes a motion to approve with signing a PLA unless Samantha Krage finds reasons otherwise in her research. Debbie Pettinelli seconds. Passed unanimously.

**7. Financing for Expansion  
Member Loan Campaign**

We need at least \$400,000 from the member loan campaign to move forward. The minimum loan from a member will be \$1,000, if need be, we can lower loan minimum amount. Money should be received by June 30, 2016. Will extend to September, 30, 2016, and December 31, 2016.

The basic terms for the member loans (interest rate, length of term):

\$1,000-\$4,999: 5 years 2%, 6 years 2.25%, 7 years 2.5%, 8 years 2.75%, 9 years 3%  
\$5,000 to max: 5 years 3%, 6 years 3.25%, 7 years 3.5%, 8 years 3.75%, 9 years 4 %  
Simple interest will be paid at maturity.

Printed materials: \$1,300 plus \$1,225 for postage (2,500 copies each)

More needed for a second mailing, if necessary

Store signage: \$250

Ads in paper: \$250

Troy asks that Anja sends the information via email to board members.

Board members to create list off top 100 of people to contact. Leah Briski will coordinate with Anja with the lists.

Attorney: Rachel Soffer has reviewed all written materials, \$1,300

Calling: all board members and Anja

Collecting: Anja, Sandy, & Patty

Website/Facebook: Anja & Patty

Thank you cards:

Leah and Anja to create a script for board members.

**Financing**

American Bank will let us know on Wednesday, February 17, possibly 4.5% loan for 20 years. We are also waiting to hear about Virginia Co-op Credit Union. We will likely have to appraise the log building.

**PR Campaign**

Troy recommends keeping up on social media and encouraging board members to share information with their friends.

Samantha will make a cheatsheet for the PLA for member questions.

**8. Treasurer Report  
Mileage**

Britta makes a motion to approve mileage for Chris for Chris and Anja's trip to Ashland to meet with their GM. Samantha seconds. Passed unanimously.

- 9. Consent Agenda**  
Britta makes motion to approve the consent agenda. Samantha seconds. Passed unanimously.
- 10. Store Reports**  
Sales up 8.08%, 31 new members, 98 member renewals  
Anja will email any other updates
- 11. Minutes from Email**  
Britta made a motion via email on January 29, 2016, to allow GM Anja to sign off on a loan application through Virginia Community Credit Union. Zach seconded. Passed unanimously.

Chris made a motion via email on February 6, 2016, to approve the agreements with LHB and Benchmark Engineering. Samantha seconded. Passed unanimously.
- 12. Next Meetings**  
Board to meet with employees on Monday, February 16, at 2:00 PM.

Board Meeting Thursday, March 17
- 13. Closing**  
Debbie makes a motion to adjourn the meeting at 8:10. Samantha seconds. Passed unanimously.