

Natural Harvest Food Co-Op
October Meeting Held Tuesday, Oct 24th 2017
Board of Directors Meeting
Natural Harvest Classroom

Board Members Present: Jacob Rosandich, Troy Caddy, Kim Anderson, Carrie Sell, Megan Thiele, Deb Meissner DeVries and Darrel Swenson

Members absent: Lori Ismil

Staff Members Present: GM Anja Parenteau, Administrative Assistant Lori Maki and Marketing Manager Briana Sterle

Guest in Attendance: Maria and Baird Hall

Call to Order – President Jacob called the meeting to order at 5:34 PM

A motion was made by Troy and seconded by Darrell to approve the September minutes. The motion carried.

Briana updated the Board in respect to Halloween and the plans for the party next Tuesday.

The status of the log building-there have been a few showings and some new interest. Nothing concrete to report however.

CDS Consulting Group was discussed and there will be some clarification as to the actual support they have for Natural Harvest and the Board Members and how and when we will use their services. The initial phone call with the consultant will be open to all board members.

Board Participation was discussed – in specific the attendance of Board Members and how consecutive absences are to be handled. Jake will work on some changes to C9 and present at future meeting(s).

C6 – Officer and Committee Changes was read by Jake. Some suggestions were made that would update all the officers' positions. Including the VP becoming more involved with the Board Meetings and the communication between all Board Members and that the Secretary Position should be more active in communications as well and should be copied on all correspondences including those with the General Manager too. Treasurer position needs updates as well.

Nominations for the Officers were made: Jake Rosandich – President; Vice President – Darrell Swenson; Treasurer – Megan Thiele; Secretary – Deb Meissner DeVries. Motion to accept was made by Troy and seconded by Carrie. Motion carried.

The Committees were discussed. The GM Evaluation members remain as Troy, Darrell and Jake. The Education Committee includes Carrie and Megan and the Perpetuation Committee includes Deb and Kim.

No Report from the Education Committee this month. The GM Evaluation member Troy updated that Anja's contract is complete. Just needs a notary to finalize. The Perpetuation Committee member Kim updated that he has investigated other Coop's and their websites for ideas as far as recruiting new Board Members. It is still a work in progress for the committee.

General Manager Anja reports that she will be speaking at an upcoming Small & Strong conference on Nov 11th, in Minneapolis. She was asked to talk about and share experiences on the recent expansion. She also shared in detail the results of the recent survey taken by over 350 shoppers. Ideas for expanding the deli hot bar offerings for the weekends soon were shared including a "brunch" style selection on weekends. The Deli staffing is still not stable, the Co-op is looking to hire a couple more Deli assistants, again.

B7 – Communication to the Board was reviewed and our Coop complies. A motion was made Darrell and seconded by Troy to acknowledge. Motion carried.

B8 – Logistical Support was tabled.

B2 = Business Planning and Financial Budgeting was also addressed and approved. A motion was made by Carrie to approve and seconded by Megan. Motion carried.

Part of the discussion on business planning revolved around the possible negative net income for 2018. Discounts to members (monthly and case discounts) are part of the expenses that where we could affect the bottom line, Anja also brought up the idea of changing (capping) discounts for owners and board members and staff. It will be addressed again as needed and as expenses for the operation of the new building become more predictable. Sales growth has not been as high as expected and the budgeting for 2018 reflects that trend.

Store Happenings were read. 21 New Members from September were accepted and 3 refunds of partial equity payments to be made. Deb made the motion to accept, seconded by Darrell and unanimously approved.

Troy presented all the Treasurer's reports and Megan made the motion to accept. It was supported by Darrell and the motion carried.

Next meeting is set for Tuesday, November 28th 2017 at 5:30 in the classroom at the Natural Harvest Co-op.

Motion to adjourn made by Troy, supported by Darrell and passed by all.