



Natural Harvest Food Co-op
December 21, 2015 — 5:30 PM
Virginia High School — Conference Room Room T102
Enter Door #6

Board Members Present: Debbie Pettinelli, Troy Caddy, Britta Bloomquist, Leah Briski, and Chris Ismil

Board Members Absent: Zach Yurczyk, Jacob Rosandich, Sarah Packa, and Samantha Krage

Staff Present: GM Anja Parenteau

1. Call Meeting

Troy Caddy called the meeting to order at 5:39 PM.

2. Treasurer's Report

Chris Ismil reports that \$10,672.20 is left in the Board's account. We can carry it over to FY 2016. Chris will update the Google sheet and send it to Anja.

3. Committee Reports

Education Committee—Britta Bloomquist and Leah Briski report that we want to have the annual meeting the night before Iron Range Earth Fest(April 23). April 22nd at 5:00 PM hopefully at the Virginia Elks.

Perpetuation Committee—Troy reports that they want to make a brochure. Britta will send info she has to them.

4. Development Updates

A. Proforma shows \$3.7 million in costs

Chris recommends the Development Team talks to LHB to see what costs what and possibly get costs done. Troy will contact Benchmark Engineering. Chris is concerned that the cost of \$3.7 is too high. Our goal will be to get the number down to \$3.5 million

B. Chris recommends we go ahead with LHB and that Anja/Troy/Chris should talk to LHB to see what we owe them now. Chris will talk to LHB about the costs and will ask LHB for a proposal for moving forward.

Troy would like to start the member-owner loan February 1.

C. Finance Committee

We won't go above 4% for member-owner loans.

Troy wants us to talk to our vendors to see about loans/donation.

Chris made a motion for Anja to move forward with a lawyer for the financing of the expansion. Britta seconded. Passed unanimously.

D. Labor Agreement

Troy has been talking with Rick Cannata, from Minnesota Laborers about working on a labor agreement for the building of the co-op. A Project Labor Agreement commits us to hiring local. If we get IRRRB grant, we will have to use prevailing wage. Troy will invite Rick to come speak in February to the board.

E. Vote

All board members present vote to move forward with expansion.

5. PR Campaign

Troy wants to schedule a meeting early to mid January to make it available for members to ask questions(after we talk to LHB and Benchmark).

Troy asks Anja to post on Facebook page to ask for positive and negative comments to the Google Form.

6. Monitor Reports

A. C Global Governance Commitment

Troy reports we are in compliance.

B. B7 Communication to the Board

Anja reports we are in compliance.

C. B2

Anja is working with UMD Small Business Consultant for Business Plan

7. Store Reports

We have over 300 new members in 2015. Active members was 1794.

Store Happenings in November:

Sales in November: \$206,824.18 (10.77% increase over last year) New members: 22
Active members for the past 12 months: 1794

Equipment:

Freezer fan repaired Classes & Promotions:

Classes Offered with Number of Attendees

PH & Inflammation: 15

Squeaky Cheese: 9

Lyme Disease Reversal: 24 (Free lecture at the Merritt Elementary)

Sensible Weight Loss: 28 (Free lecture at the Merritt Elementary)

Classes Cancelled

Intro to Reiki, Intro to Feng Shui, Winter Cleansing & Detox, Food Sensitivities

2 weekends with basket give-aways

Shop-small Saturday promotion Staff additions & training:

All-staff customer service training

Hired Cami Devaney part-time to help with Deli, cheese buying, Refr and grocery

Hired Kelly Fischer, office manager, brewing buyer and IT help, part-time

Hired Michael Moe, Deli Assistant, part-time

Set-up Simple IRA plan for employees that have worked for us for 1 year and are 18 or older. This will start in January. Up to a 3% match of an employee's salary will get paid by Natural Harvest into their IRA account.

8. New Members

Britta makes a motion to approve the new members. Debbie seconds. Passed unanimously.

9. Orientation on Articles

Troy would like to table this until January meeting. New members read articles and email with any questions.

10. Staff T-Shirts

Shirts to be given at staff holiday party from board. Troy asks Anja to keep the board updated when/where.

11. Board Calendar

Debbie makes a motion to approve the 2016 calendar. Britta seconded. Passed unanimously.

12. Next Board meeting January 21, 2015.

Topics for Next Meeting To add to Feb agenda, vote away \$10 renewal fee, articles, ends

13. IRRRB

Chris Ismil left room for this discussion.

Troy recommends a drive for testimonials on Facebook, in thanks, draw for a gift card.

Troy wants board members and member-owners to send Commissioner Phillips letters and CC the board. Board to ask members.

Leah suggests we invite IRRRB board members to co-op for lunch! Troy will email Commissioner Phillips, Steve Peterson, and IRRR Board to co-op for lunch on Wednesday, December 30. Board to pay for all the lunches.

Troy to reach out to AEOA to see what grant through IRRRB is about. Troy to reach out to Laurentian Chamber of Commerce. Anja reached out to Iron Range Partnership of Sustainability to support us. Troy will also reach out to Virginia Community Foundation.

Troy will contact John Tourville, City Administrator, to see if the letter of resolution from the City of Virginia went out.

14. Adjourned

Britta will make motion to adjourn the meeting. Leah seconded. Passed unanimously. Meeting adjourned at 8:09 PM.

Next Board Meeting January 21, 2015