

## **Natural Harvest Food Co-Op**

June Meeting Held Tuesday, June 27, 2018  
Board of Directors Meeting  
Natural Harvest Classroom

Board Members Present: Megan Thiele, Darrel Swenson, Deb Meissner DeVries, Carrie Sells, Anne Lantry, Julie Juntune, Emma Peterson and Shayna Ray

Board Member excused: Pauli Rancourt

Staff Members Present: GM Anja Parenteau and Administrative Assistant Lori Maki

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**Call to Order** – Vice - President Swenson called the meeting to order at 5:33 PM

**New Business** - The Log Building now priced at \$259,000 has had one viewing, weekly inquiries, but no offers.

**A motion** was made by Carrie and seconded by Julie to approve the March 2018 minutes. The April meeting was the Annual Meeting and those minutes are approved annually by the membership. A notation is made now to recognize the resignation of Jacob Rosandich in early April. He was the President of the Board. Therefore, 5 new Board Members were elected in April 2018. The 3 – 3-year terms that open each year and 1 -2-year position -previously held by Jake- and 1-1-year position for the position held by Lori Ismil who resigned in November 2017. The motion passed successfully. New officers will be elected at the October board meeting. Terms for the nominated Board Members are as follows: The 3 – 3-year terms will be held by Julie, Emma and Pauli. The 2-year term will be filled by Anne and Shayna will have the one-year term. Three positions are up for election in 2019. (Held by Megan, Deb and Shayna).

The Newsletter article for the Fall edition will be written by Emma Peterson and Anne Lantry volunteered to write for the fourth quarter edition.

Carrie reported on the May 12 new board member orientation and training. She stated that it went very well, other board members agreed. All board members participated other than Megan, who had a previous commitment. Deb asked about the consultant contract and Anja agreed to send it to her, if she had it on file.

The Annual Meeting date was set for next year, Saturday, April 27<sup>th</sup>, 2019.

**GM Reports** were presented by Anja. Monthly Sales Charts were reviewed along with the required monitoring reports B-1 and B-6. The financials were discussed in

detail. Discussion of getting to a profitable state as soon as possible followed, noting that the first round of Member Loan paybacks start in 2021 for about \$68,500. Total Member Loans are \$280,000 and will need to be paid back by 2025. The finances are being monitored carefully.

**A motion** to accept B1- Financial Conditions as in compliance along with B6 – Staff Treatment & Compensation was made by Carrie. This was seconded by Deb and the motion carried. Anja noted that with the recent pay scale adjustment, all employees at Natural Harvest are now making the living wage amount or more. Starting wage at the Co-op for an entry level employee is now at \$11.00.

**A motion** was made by Carrie and seconded by Deb that based on the net loss of \$72,886 for 2017, there will not be patronage rebates paid out this year. Anja was asked to address and communicate this in the newsletter, along with the recent changes for ownership perks. The motion passed unanimously.

Store Happenings for March, April and May were shared.

**A motion** to accept 130 new owners was made by Julie and seconded by Deb. The motion carried. Four requests for refunds totaling \$175 were also addressed. Bringing 2018 to 7 refunded owners. A motion was made to refund these owners by Shayna and seconded by Julie. Motion carried.

**Board Monitor Reports** – The following are asked to be reviewed before the July meeting by the Board Members, so they can be prepared to ask the questions they feel necessary: C1 – Governing Style Reporting; C8 – Governance Investment and D2- Accountability of the GM, and C5 – Directors Code of Conduct. In doing this the Board can stay on track monitoring the policies specific to the board.

The Board meetings will continue to be on the 4<sup>th</sup> Tuesday of each month at 5:30. An attendance policy will be discussed and established in the next meetings.

New assignments for **committee positions** were made as follows. GM Evaluation - Darrel, Anne and Julie; Education – Carrie, Megan and Shayna; Perpetuation – Deb, Emma and Pauli.

**GM Evaluation Committee Report** – Darrel reported the Anja's contract has not been accepted at this time.

Megan reported for **The Education Committee**. They have created a guide for this group to assist with the Annual meetings. It was agreed that any Annual meeting costs other than the food and the venue rent will be run through the Board budget in the future. This may include entertainment or speaker costs for example. Megan

also mentioned that there is 8 hours available through the consultant. There are options to consider whether to schedule trainings and/or attend Coop 101 on Sept 22<sup>nd</sup> in the Twin Cities. Time to consider which way to use this is needed, so it will be tabled for the next meeting.

**The Perpetuation Committee** report was presented by Deb. She is the only member on that committee until today. She is gearing up and strategizing for new board members and future elections.

**Treasurer Report** was presented by Megan. Noted that Jake is still on the signature card for the account at VCCU. That should be updated again by the Board. Thank you cards with a \$30 gift card from NHFC will be sent to Troy, Jake and Kim. Deb will take care of that.

**Motion was made** by Anne and seconded by Julie to accept all committee reports to the Board. Motion carried.

Next Board Meeting is slated for Tuesday, July 24th at 5:30 PM in the Coop Classroom.

Next CDS Conference call is set for Thursday, July 5<sup>th</sup> at 5 PM.

**A motion** was made to adjourn the meeting at 7:29PM by Darrel, seconded by Deb and carried.