

Natural Harvest Food Co-Op
November Meeting Held Tuesday, November 27, 2018
Board of Directors Meeting
Natural Harvest Classroom

Board Members Present: Megan Thiele, Darrel Swenson, Deb Meissner DeVries, Carrie Sell, Anne Lantry, Julie Juntune, Emma Peterson and Pauli Rancourt. Excused: Shayna Ray

Staff Members Present: General Manager Anja Parenteau and Admin Assistant Lori Maki

Call to Order – President Sell called the meeting to order at 5:29 PM

Welcome Guests – Missy Roach and George Pliml with MN Farmers Union and John Byers. Missy and George gave a presentation to the Board promoting the Farmers Union and its mission. Natural Harvest Food Co-op was asked to consider joining the union. Annual cost is \$75.

New Business - A motion was made by Darrel to accept the Oct 23rd minutes. Julie seconded, and the motion carried.

A motion was made to accept the **Annual Board Budget** by Deb. It was seconded by Emma and the motion carried.

The **Annual Board Calendar** was presented by Carrie. Any further input can be brought to her attention. It was well received.

The **Annual Meeting** was set for Saturday, April 27th, 2019. Arrangements are yet to be made for the meeting.

Newly elected Treasurer, Anne Lantry, notified the Board of her upcoming move which leaves the position to be filled. Emma was nominated and accepted the role of Treasurer. **A motion** made by Julie, seconded by Darrel and passed unanimously.

Resolution to accept the signers for the Board checking account at Virginia Coop Credit Union as Darrel Swenson, Anja Parenteau and Emma Peterson was made by Deb. It was seconded by Pauli and the motion passed.

GM Reports were presented by Anja. She presented the 3rd qtr. YTD financials. Noted was the purchase of the first \$75,000 were invested into a CD, and that the property taxes have not been assessed as of today.

Anja also presented sales charts and store happenings for the past two months.

In addition, 41 new owners were approved. Emma made a **motion** and Darrel seconded it. The motion carried.

The B1 Financial Condition was accepted by the Board. Noting that only net income is not in compliance due to the expansion. A six-year plan is in place to get to a positive net income as soon as possible. Motion to accept was made by Megan and seconded by Julie. The motion passed.

B – Global Executive Constraint was read by all and it was agreed that it was in compliance. **Motion** made by Emma and seconded by Darrel. Motion passed.

Board Monitor Reports – D1 – Unity of Control was discussed. No major issues were cited, and a **motion** was made by Deb to accept compliance. The motion carried.

C3 – Agenda Planning was addressed. Comments were made on many issues. It was discussed that it is the Secretary's responsibility to make sure approved changes to any policies be made on the original documents. The Secretary can designate this duty as needed. **A motion** to accept C3 was made by Deb and seconded by Darrel. The motion carried.

Committee Reports - GM Evaluation– After meeting last week the committee members agreed to allow CDS Consulting Co-op to administer the staff survey and provide a report that analyses the results. This will start in January and be completed by Feb 22, 2019. Anne reported that they have worked out some good procedures and guidelines and a charter to use in the evaluation process. This will be a useful tool for future Committee and Board members.

Carrie reported for **The Education Committee**. The Board Retreat was very successful. All who attended enjoyed it and found its lessons useful in their roles as Board Members.

The Perpetuation Committee report was presented by Deb. The main topic being the recruiting of new Board Members. The vacancies of 3 Board positions, in addition to filling an active slot which is being vacated by Anne's upcoming resignation, totaling 4 openings was discussed. All members are asked to informally contact people who you may feel have an interest. Last year's candidates who were not elected will be contacted too. The committee will meet in a week or two to work on other items for the recruitment process.

Treasurer Report was presented by Megan. **A motion** was made by Darrel and seconded by Julie to accept all committee reports to the Board. Motion carried.

Old Business – B3 – Asset Protection was reviewed, and no changes were discussed at this time.

We joined as members of the group, Solar United Neighbors, to explore the possibility of solar panels for our building.

The abandoned equity was basically sidelined for the time being.

Next Board Meeting is slated for Tuesday, January 22nd at 5:30 PM in the Coop Classroom.

A motion was made to adjourn the meeting at 7:42PM by Deb, seconded by Darrel and it was approved.