

**Natural Harvest Food Co-Op**  
June Meeting Held Tuesday, June 18<sup>th</sup>, 2019  
Board of Directors Meeting  
St. John and Paul Episcopal Church  
Virginia, MN

Board Members Present: Darrel Swenson, Carrie Sell, Julie Juntune, Emma Peterson, Stephen Levchak, Jenna Asuma, Kelsey Gantzer and Kristin Dosan.

Absent: Pauli Rancourt

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

---

**Call to Order** – President Sell called the meeting to order at 5:35 PM

**Welcome Guests** – No guests present

**New Business** - A correction was noted on the May minutes, the Title had March instead of May and Stephen Levchak's last name was misspelled. Noting the two corrections, **a motion** was made by Stephen to accept. Darrel seconded, and the motion carried.

A review of the Bylaws and the Articles of Incorporation was held. The Bylaws have 2 sections that need revising at the next Annual meeting along with a few grammatical errors. Stephen offered to keep track of these until that time. The two revisions are in Section 4.3 – regarding terms being clarified to 2 consecutive terms, not exceeding 6 years and in Section 4.10 – revising the date of the elections to October. **A motion** was made by Emma and seconded by Kelsey to approve the review. The motion carried.

C9: Board Member Succession of the Board Process Policy was addressed. Changes were adopted for section 3C to read the Board will *appoint a replacement*. Changes were also adopted for 4. Changing – That an individual will serve out the remainder of the *year until the next member meeting*. Julie made **the motion**, Darrel seconded, and the motion passed.

**GM Reports** were presented by Anja. She presented the monthly sales chart to all. The month of May saw a growth of 2.7%. All other stats are holding steady or improving.

Store Happenings were shared for May which included events, classes, and classroom use along with other points of interest. The Round up was for Bess Metsa Garden \$1,847.89. A new Produce Manager is hired.

10 New owners and 1 cancellation were presented and approved. Darrel made **the motion** and Stephen seconded it. The vote carried.

**The B1: Treatment of Customers** was read and discussed. Anja had detailed information she shared with Board Members. Julie made a **motion** to accept our compliance with B1. It was seconded by Kelsey and the motion carried.

**B6- Staff Treatment & Compensation** – Anja reported on this topic. She included the staff survey, policies and wage information to the Board. One topic will get reviewed by the board is the current grievance policy. This suggested revision, made by the CDS HR Consultant, Melanie Reed, will be considered along with a suggestion Anja made, and brought up at a future meeting.

**Board Monitor Reports – C8 – Governance Investment** was discussed. Brought to attention was that the Board Budget be presented in October annually, rather than November. A **motion** was made by Darrel to accept compliance. It was seconded by Julie and the motion carried.

**Committee Reports - GM Evaluation**– No report was presented.

**Education Committee** – No report was presented.

**The Perpetuation Committee** – No report was presented.

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

**Old Business** – Solar Panels - The BER grant has been funded by the IRRRB. Businesses to receive the grant will get selected in early July. Anja will update the board, once she hears the decision.

**Next Board Meetings** - July's meeting is Tuesday, July 16<sup>th</sup> and August's meeting are Tuesday, August 20<sup>th</sup>. Both are to be held at the classroom at 5:30.

A **motion** was made to adjourn the meeting at 6:40PM by Kristin, seconded by Kelsey and it was approved.