

Natural Harvest Food Co-Op
January Meeting Held Tuesday, January 14th, 2020
Board of Directors Meeting/Natural Harvest Classroom

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

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

Call to Order - President Rancourt called the meeting to order at 5:34 PM

Welcome Guests - No guests

Consent Agenda Items Approved by Directors were:

- November 19th, 2019 Minutes
- GM New Owners Nov and Dec 2019
- Ends #1 -4 Report from GM
- D4: Monitoring GM Performance Amendment (tabled from 11-19-2019 meeting)

Motion was made by Julie and seconded by Emma. The motion carried.

By-Laws Proposed Amendments: The Proposed Changes were reviewed, with additional edits to clarify 4.3 made during the meeting. A motion was made by Emma and was seconded by Julie and the motion carried, accepting the updated proposed amendments. Proposed amendments to 2.3, 2.5, 2.6, 4.3 and 4.10 will be presented to owners for voting in 2020 election via paper ballots.

Articles - Proposed Amendments: Grammatical edits were reviewed and accepted for Article VII. Kelsey motioned to accept the changes. Kristin seconded and the vote passed. The proposed amendment to Article VII will be presented for voting in 2020 election via paper ballots.

Treasurer Report was presented by Emma. She stated the account balance and the checks that have cleared since the last meeting. After a discussion, a motion was made by Darrel to close the Board checking account at VCCU. It was an unnecessary duplication of Board Expenses in two separate bank accounts. It was seconded by Kristin and the motion carried.

Solar Panels Update - Anja reported that an easement and/or variance was approved for the solar awning's installation. Installation is expected in the spring. Construction on the roof panels is complete and they are functioning.

The Annual Meeting was confirmed for Thursday, April 30th, 2020 at the Virginia Elks Club. We will have a Social Hour scheduled between 5-6pm, Dinner following at 6pm. The Business Meeting will start at 6:30pm. Plans are underway and are headed up by the Education Committee members. As plans are finalized, they will be announced.

Organizational Board Projects for 2020 - Members are sharing responsibilities with cleaning up the Drop Box filing system along with creating written procedures and "how to's" for each of the Committees. Also, reviewing and making accurate timetables for such committee's task and assignments throughout the year.

Committee Charters/Descriptions/Activities - Efforts are being made to have descriptions and directions in place to assist and guide current and future Board Members. Besides the Committee Charters, committees may develop work plans.

Board Compensation Changes Confirmed that the Board Members have agreed to change the compensation for themselves from a monthly stipend of \$30 for attending a meeting with the 10% shopping discount allowed all year long, to the following: Monthly shopping credit for President at \$80, the Secretary at \$70, V-P and Treasurer at \$60 and the others at \$50. This took effect January 2020.

GM Reports

The **monthly sales chart** was presented to all. The months of November and December both saw sales growth increases over 2018. The 2019 year ended with an overall increase in sales of 5.33.% over 2018 and 208 new owners.

Store Happenings were shared for November and December by Anja.

B3: Asset Protection was read and discussed. Questions were asked regarding Insurance Quotes, Limits and other basic issues involving this condition. Anja replied, and will consider re-evaluating the contracts for such things as Insurance coverages and Financial Audits. A motion was made by Carrie to accept Natural Harvest as compliant in Asset Protection. It was seconded by Emma and the motion carried.

Board Monitor Reports:

No reports were given at this meeting.

Committee Reports:

GM Evaluation- Julie requested that a list of items be prepared for contract negotiating years versus non-negotiating years, like this year. The annual evaluation of the GM will be done by January 30th.

Education Committee - Committee report was given in the Annual Meeting updates. Progress is being made for another successful meeting.

The Perpetuation Committee - Not much progress has been reached in recruiting new Board Members at this time. Efforts have been made diligently by directors including store appearances, Facebook posts, and phone calls to prospective candidates. As of this date only one application has been received. The deadline for Board Applications is Feb 1st, 2020. Three director positions are open for elections this year.

Next Board Meeting - The next Board Meeting is scheduled for Tuesday, February 25th at 5:30 held in the classroom. The March meeting date was discussed and is set tentatively for Tuesday, March 24th at 5:30. A motion was made to adjourn at 7:41 PM by Stephen, seconded by Emma and it was approved.