



Natural Harvest Board Meeting
Regular Meeting Minutes
Natural Harvest Community Room
Thursday, March 27, 2025

Board Members Present: Edie Carr, Christina Forsythe, Diana Jankovich, Stephanie Leonard, Stephen Levchak, Mike Nystrom, and Dominic Renollet.

Staff Present: Briana Sterle (GM).

Others Present: Kerby Green (Board Candidate), and Carla Parrish (Board Candidate).

1. Call Meeting to Order

Board President Levchak called the meeting to order at 5:35.

a. Owner Comments/Concerns

- i. Owner that had requested comment time did not attend.

b. Board candidate meet and greet

2. Consent Agenda Items

a. 2-13-25 Board Meeting Minutes

b. February New Owners/Cancellations

- i. Owner Stock Buyback
- ii. Owner Stock Buyback

c. C2 – The Board’s Job

d. D – Global Board/Management Connection

Motion made by Levchak to approve Consent Agenda Items as presented. Carr seconded. No abstentions or objections. Motion carried.

3. GM Reports

a. Ends #1-4 Report

- i. Modifications to the Ends completed in 2024 are concise enough for moving forward.
- ii. Store morale has shown improvements in the last year.

Motion made by Carr to approve the Ends report as presented. Renollet seconded. No abstentions or objections. Motion carried.

- b. **Monthly Sales Chart**
- c. **Store Happenings**

4. New Business

a. Annual meeting

i. Updates

- 1. A music option still needs to be secured for the social hour.

ii. Planning

- 1. Social hour at 5 p.m.
- 2. Annual Membership Meeting at 6:30.

iii. Board Election Preparation

iv. Owner Feedback Card Questions

- 1. Board members will send Edie Feedback card questions they think will be helpful.
- 2. Edie will consolidate them and make the cards based on the top three suggested questions.

v. Annual Meeting Board Volunteers

- 1. Steve will meet with Laura to determine how many Board Members will be needed for Annual Meeting Set up.
- 2. Once a number is determined a request for volunteers will be sent via email.

b. Board Orientation Preparation

- i. Stephanie walked through the orientation outline.
- ii. Edie suggested setting time limits for each section to keep on task.
- iii. Stephanie will make up a packet to provide to new board members.

c. Volunteers to attend CCMA – May 29th-May 31st

- i. Mike Nystrom is willing to attend.
- ii. We have enough in the budget for an additional Board Member, maybe a new member.

d. Meeting Attendance Procedure

Motion made by Carr to adopt the Board Meeting Attendance Guidelines as presented for Owners attending Board Meetings. Nystrom seconded. No abstentions or objections. Motion carried.

e. Board Stipends/GM Discretionary Fund

- i. After discussing with CPA, it was suggested that returned Board stipends could be delegated to a GM discretionary fund.

Motion made by Renollet that board stipends returned by Board Members will be applied to a GM discretionary fund. Carr seconded. No abstentions or objections. Motion carried.

f. Iron Range Partnership for Sustainability (IRPS) MN Event Attendance

- i. Board was invited by IRPS board to attend a screening of *We Are All Plastic Now* on Friday, April 25th, prior to the Earth Fest event on Saturday, April 26th.
- ii. Around 5 board members plan to attend the screening.
- iii. Steve is going to reach out to find out what we need to do to RSVP.

5. Treasurer's Report

- a. March Board Budget
- b. 2025 Board Budget Revision

Motion made by Forsythe to fund the 2025 Board Budget based on 0.5% of projected sales. Carr seconded. No abstentions or objections. Motion carried.

6. Committee Reports

GM Evaluation	Steve, Edie, Christina	<ul style="list-style-type: none"> - Will meet in April to wrap up the past year and plan the agenda for the upcoming year.
Education	Jenna, Stephanie	<ul style="list-style-type: none"> - Will prepare for the Board orientation session. - Important to set a time schedule and keep it close to one hour.
Perpetuation	Nick, Mike, Diana	<ul style="list-style-type: none"> - Listed items completed and next steps on the shared drive. - The ballot will include five Board candidates.

7. Next Meeting Dates

- Wednesday, April 30th at 5:00 p.m. – Annual Meeting
- Thursday, May 8th at 5:30 p.m. – Orientation with CBLD
- Wednesday, May 21st at 5:30 p.m. – Orientation
- Tuesday, May 27th at 5:30 p.m.

8. Adjourn

Motion made by Forsythe to adjourn the meeting. Leonard seconded. No abstentions or objections. Motion carried. Meeting adjourned at 7:21 p.m.

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Respectfully submitted,

Jenna Kuitunen

Board Secretary

Approved by Board on

May 27, 2025