



Natural Harvest Annual Meeting
Annual Meeting Minutes
Virginia Elks Lodge
Wednesday, April 30, 2025

1. Call Meeting to Order

Board President Levchak called the meeting to order at 6:45 p.m.

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

Staff Present: Briana Sterle (GM) and Laura Goff (Marketing and Operations Manager).

- a. Welcome from Board President
 - i. Read the proof of meeting notice.
 - ii. Will attach a copy of the Harvest Beet newsletter to the proof of meeting notice.

2. New Business

- a. Approval of 2024 Annual Meeting Minutes

Motion made from the Membership Floor to approve 2024 Annual Meeting Minutes as presented. Seconded from the Membership Floor. No abstentions or objections. Motion carried.

3. Board of Directors Report

- a. Presented 2024-2027 board members
- b. Discussed director training
- c. Emphasized team building
- d. Highlighted the board responsibilities
- e. Discussed the revised Ends policies
- f. Overview of the fall retreat
 - i. Board Perpetuation
 - ii. Board Education
- g. Explained what Columinate is and how they benefit the Board/Co-Op
- h. Outlined the plan for the upcoming year
 - i. Sending directors to Consumer Cooperative Management Association (CCMA) conference in Duluth
 - ii. Workshop with Jon Steinman for Board and Staff

- iii. Effective financial oversight and policy review.

4. GM Report

- a. Financial highlights
- b. Discussed challenges the store and staff face
- c. Overview of supporting Co-ops:
 - i. National Co-op Grocers
 - 1. Started by Co-op General Managers to provide assistance to co-ops
 - 2. Provide resources for stores (marketing, finance, human resources, deli support)
 - 3. Offers training and conferences for staff and managers
 - 4. Help with purchasing power and allow us to offer deals
 - 5. Meets with consultant at a minimum weekly
 - ii. Columinate
 - 1. Support board, management, and staff
 - 2. They provide leadership training
- d. Presented Annual Report – copies were on the tables for membership
- e. Discussion of leadership and workplace culture
- f. Thank you to Steve for his service on the Board and as Board President

5. Raffle Prizes Awarded

6. Election Results

- a. 2025-2028 Board of Directors Elected
 - i. Mike Nystrom
 - ii. Kerby Jo Green
 - iii. Carla Parrish

7. Owner Questions

- a. How are tariffs going to impact price changes and how will they be handled?
 - i. Working with NCG and they are watching things and updating them as soon as they know.
 - ii. Packaged items are made and sitting in warehouses so they will be impacted the least.
 - iii. Produce will be the most impacted as we have products that come from other countries. Price changes may be a bit volatile.
 - iv. We work with our biggest supplier so we can update prices as needed, may be more frequent (currently monthly).
- b. How does the changing weather impact our local producers?
 - i. Local suppliers will do their best.
 - ii. Local producers are aging, and we do not have replacements lined up.
 - iii. Some are smaller hobby farmers.

8. Adjournment

Motion made from the Membership Floor to adjourn the meeting. Seconded from the Membership Floor. No abstentions or objections. Motion carried. Meeting adjourned at 7:52 p.m.

Respectfully submitted,

Jenna Kuitunen
Board Secretary

Approved by Membership on
April 30, 2026