

**Open Harvest Cooperative  
Board of Directors Meeting Minutes  
Wednesday, May 5, 2021  
Remote meeting via Zoom**

<b>Present:</b>	<b>Board Directors:</b> Wally Graeber (Board Chair), Carla McCullough (Vice Chair), Shah Uddin (Secretary), Lori Ashmore, Anna Hernoud, Keith Dubas, Corey Rumann, and Juanita Rice; <b>Staff Members:</b> Amy Tabor (General Manager); Sam Capps (Board Admin Assistant) <b>Guests/Member-Owners:</b> No member owners attended meeting
<b>6:00 pm</b>	<b>Welcome, Introductions, and One-Minute Opening Question:</b> The Chair called the meeting to order and welcomed Directors, Staff, and Member-Owners to the Board Meeting. Directors completed a breathing exercise and set intentions.
<b>6:15 pm</b>	<b>May Agenda and April Minutes:</b> The Secretary requested approval of the April Minutes and May Agenda.  <b>Consensus Items:</b> The Board approved the April meeting minutes and May agenda.
<b>6:20 pm</b>	<b>Appoint Director to Write Monthly Board Reflection:</b> Board member Shah Uddin volunteered to write the monthly Board reflection.
<b>6:25 pm</b>	<b>Board Ops Committee:</b> Board discussed board report and progress of capital campaign and ways to begin community outreach.
<b>6:35 pm</b>	<b>DEI Committee:</b> Board discussed community outreach with Jewish community, Stand-In for Nebraska and options for Open Harvest staff and board participation in class addressing white identity culture and anti-Semitism
<b>6:45 pm</b>	<b>Capital Campaign Committee:</b> The Board discussed options for fundraising.  <b>Consensus Item:</b> Board voted Carla McCullough in as committee chair.
<b>6:55 pm</b>	<b>GM Review/Compensation Approval:</b> The Board discussed GM Compensation Proposal with the GM outlining changes and perspectives on review of gender pay structure across comparable co-ops.
<b>7:05 pm</b>	<b>Election Committee:</b> The Board discussed timeline for advertising board elections in the fall and application due date.

<b>7:10 pm</b>	<b>Finance Committee:</b> The board and GM discussed the timing of finance committee meetings and getting report out prior to board meeting. Will add to next meetings agenda to discuss further.
<b>7:15 pm</b>	<p><b>CONSENSUS ITEMS: General Manager Reports:</b> Reports were available to the board prior to the meeting.</p> <p>The GM provided additional information on financials including, exceeding budget sales by 4% in March, increased daily customer count by 50 people a day, and positive member growth.</p> <p>GM updated board on expansion progress and options for moving forward.</p> <p>Monitoring L1- Financial Condition &amp; Activities; Key Indicators Spreadsheet; Promotions, Policy Compliance, &amp; Store goals reports: GM provided overview of reports.</p> <p>The Chair requested that the Board acknowledge receipt of the Monthly GM Report.</p> <p><b>Consensus Items:</b> The Board holds no concerns and accepted receipt of GM report.</p>
<b>8:10 pm</b>	<p><b>CONSENSUS ITEMS: Board Calendar and Budget:</b> The Board reviewed next calendar and the options for Board compensation.</p> <p>The Chair requested the Board approve the calendar and budget.</p> <p><b>Consensus Items:</b> The Board holds no concerns and approved the Board Calendar and Budget.</p>
<b>8:30 pm</b>	<b>Executive Session:</b> Board discussed GM contract.
<b>9:35 pm</b>	<b>Adjourn</b>