

**Open Harvest Cooperative
Board of Directors Meeting Minutes
Wednesday, April 6, 2022
Jayne Snyder Trails Center
228 N 21st St, Lincoln, NE 68503**

Present:	<p>Board Directors: Chris Morton, Wally Graeber (Chair), Juanita Rice, Carla McCullough (Vice Chair), Anna Hernoud (Secretary), and Shah Uddin Absent: Jarvis Green, Keith Dubas, Amanda McKay Staff Members: Amy Tabor (General Manager) Guests/Member-Owners: Larry Polyner, (National Co+op Grocery), John Guerra (National Co+op Grocers), and Doug Dittman (Member-Owner)</p>
6:10 pm	<p>Welcome, reading of our land acknowledgement, and review action items: The Board Chair called the meeting to order and welcomed Directors, Staff, and guests to the Board Meeting. Read land acknowledgement.</p>
6:15 pm	<p>60 Second Opener: In advance of the meeting, the Board Chair called for a check-in from the Board with the prompt “What are your goals for the next 6 months with your board member hat on?” Time was allotted for comments and brief discussion.</p>
6:20 pm	<p>Guest-Member Owner Comments: No Guest Member-Owners present.</p>
6:20 pm	<p>CONSENSUS ITEMS:</p> <ol style="list-style-type: none"> 1. March Minutes 2. April Agenda 3. Economic Injury Disaster Loan - \$500,000 <p>The Board Chair opened discussion on consensus items on tonight’s agenda, and last month’s meeting notes.</p> <p>March Minutes / April Agenda: The Board Chair asked for approval of the April agenda and March minutes. The Board unanimously approved: NO CONCERNS. Agenda and Minutes were approved.</p> <p>The Board Chair opened discussion on the \$500,000 EIDL Loan consensus item. The GM shared a report ahead of the meeting outlining basic information about the loan: the interest rate, terms, minimal fees, no penalty to prepay, and no requirement for personal guarantee. The Board & GM discussed use of funds, other financing opportunities and how they would compare to the EIDL Loan.</p> <p>Economic Injury Disaster Loan: The Board Chair asked for approval of the \$500,000 with the condition that loan would take second position to any Senior Debt for the</p>

	relocation project. The Board unanimously approved: NO CONCERNS. The Economic Injury Disaster Loan was approved.
6:35 pm	Executive Session. April Relocation Update and NCG Team Discussion
7:55 pm	Break.
8:00 pm	<p>GM Report: The GM shared several highlights including:</p> <ol style="list-style-type: none"> 1) Board Financial Dashboard: 2) Promotions & Store Goals: 3) Monitor: L6 – Staff Treatment & Compensation [Consensus Item] <p>The Board Chair opened discussion on the L6 Monitoring Report. The GM highlighted updates and additions to the report including more information on the wage budgeting process, history of progress on increasing wages and benefits, updated peer co-op information, updated local wage data, and increases in average staff wages & salaries compared to last year. The Board asked questions regarding inflation, process of making wage scale adjustments, and competitor wages.</p> <p>L6 – Staff Treatment & Compensation: The Board Chair asked for approval of the L6 Monitoring Report. The Board unanimously approved: NO CONCERNS. The L6 Monitoring Report was approved.</p>
8:30 pm	<p>Committee Reports: Committee reports were available prior to the meeting.</p> <p>Board Ops Committee: Board chair requested availability for board retreat. Next step is scheduling follow up with Columinate.</p> <p>DEI Committee: Committee Co-chair discussed upcoming book club and next Get To Know Our Community event with South Street Temple in May. Outreach and marketing of event were discussed.</p> <p>Owner Investment Campaign Committee: Campaign launch anticipated in mid-late April. Caller training will continue. Appeal letter finalized for mailing. HFFI grant submitted. Offering approved by the State of Nebraska. Continuing to pursue.</p> <p>Finance Committee: Did not meet. Meets quarterly, next time is in May.</p>

	GM Review Committee: Board members volunteered for committee, will report to board at May meeting.
8:45 pm	CCMA Conference Update: Four scholarships were awarded from the Howard Bowers Fund grant application, so at least four will attend conference June 9-11 in Sioux Falls.
8:50 pm	Policy: Assign M1-M4. L6 review for next month. Revise L3 discussion: The Board discussed the policy revision process. Vice Chair will send M1-M4 assignment for May meeting discussion.
8:55 pm	Appoint Director for Monthly Board Reflection / 60 Second Reflection. The Board Chair volunteered to write the monthly board reflection for April.
9:00 pm	Board Chair adjourned meeting.