

Open Harvest Cooperative
Board of Directors Meeting Minutes
Wednesday, April 5th, 2023
Zoom Online Meeting

Present:	<p>Board Directors: Carla McCullough (Chair), Anna Hernoud (Vice Chair), Shah Uddin, Jarvis Green, Amanda McKay, Kay Walter & Keith Dubas</p> <p>Staff Members: Amy Tabor (GM)</p> <p>Absent: Sara Brubacher</p> <p>Guests/Member-Owners: N/A</p>
6:07 pm	<p>Welcome, reading of our land acknowledgement: The Board Chair called the meeting to order, welcomed Directors, and Staff. A Director read the new Land Acknowledgement.</p>
6:08 pm	<p>Guest-Owner Reserved Comments: None.</p>
6:12 pm	<p>CONSENSUS ITEMS:</p> <ol style="list-style-type: none"> 1. March Minutes 2. April Agenda <p>The Chair asked for approval of the March Minutes and April agenda. The Board unanimously approved them all with no concerns.</p>
6:20 pm	<p>General Manager Reports. GM presented the:</p> <ol style="list-style-type: none"> 1. Board Financial Dashboard 2. Monthly Ownership Report 3. Compliance, Promotions & Store Goals 4. Relocation Update <p>CONSENSUS ITEMS:</p> <ol style="list-style-type: none"> 1. L6 - Staff Treatment & Compensation <p>GM shared highlights that included February financial performance, membership renewals, and upcoming events in April. In the Relocation Update, the GM shared updates on department checklists from NCG that will be implemented to prepare staff for relocation, on refrigeration vendor selection, and exterior signage process.</p> <p>The GM also reported that Speedway is on track to hand over the possession of the building on 06/01. The Board discussed reports and asked questions.</p>

	<p>The GM reported on L6 - Staff Treatment & Compensation. The GM utilized a staff survey as an indicator to show compliance in this area.</p> <p>The Chair asked for acceptance of the GM reports and approval of the L6 - Staff Treatment & Compensation monitoring report. The Board unanimously accepted the GM reports and approved the L6 report with no concerns.</p>
<p>6:50 pm</p>	<p>Board-GM Relations Review Leslie Watson put together a self evaluation survey for the Open Harvest board members and GM. Board members reviewed the survey results together (M1-M4), discussed and asked questions.</p> <p>Board members were encouraged to review the 2nd half of the report and bring an observation and questions to the next board meeting.</p>
<p>7:20 pm</p>	<p>Committee Reports.</p> <p>Board Ops Committee: The Committee met with board consultant Leslie Watson. The Committee finalized the April agenda, discussed the Board survey and GM evaluation process, and discussed the proposal of changing the attendance verbiage to be more gender neutral in the bylaws.</p> <p>DEI Committee: The Committee met with the Indian center and is planning a zoom meeting soon. The Committee encouraged the members to engage with local politics and be active in the community. The next meeting is scheduled for April 16th.</p> <p>Finance Committee: The Committee spoke about the CCMA conference and encouraged members to sign up to attend virtually. The Committee reviewed the Board budget and proposed meeting monthly, and discussed potential grant applications.</p> <p>Capital Campaign Committee: The Committee provided an update of Phase 3 and in-store/Earth day tabling. As well as providing updates on matches. The Committee is requesting all Board Members to be actively involved in this final campaign phase with calling.</p>
<p>7:35 pm</p>	<p>Form Board Election Committee</p>

	Keith volunteered to chair the Board Election Committee. Jarvis and Shah volunteered to be members of the committee. Amy, GM, and Ranya, Marketing Coordinator will also be on the committee.
7:40 pm	Form GM Evaluation Committee Anna , Shah, and Carla volunteered to be members on the GM Evaluation Committee
7:45 pm	Board Retreat Planning. The Board decided to move the discussion of reviewing Annual goals for next month's meeting in May.
8:00 pm	Board Chair adjourned meeting.