

**Open Harvest Cooperative
Board of Directors Meeting Minutes
Tuesday April 1st, 2025
6:30-8:00 pm, Teams Meeting**

Present	<p>Board Directors: Anna Hernoud (Chair) Lynne Ireland (Vice Chair), Carla Dittman (Secretary), Sara Brubacher, Kay Walter, Jarvis Green, Rollin Metzger, Monica Snowden, Keith Dubas</p> <p>Staff Members: Amy Tabor (GM)</p> <p>Guests/Member-Owners: None</p> <p>Absent: None</p>
6:31 pm	<p>Check-in Question: The Board started the check in question to start off the meeting. Each Director was asked to go around the room and describe how they were feeling in three words.</p> <p>Each Board Director responded.</p>
6:36 pm	<p>Welcome reading of our land acknowledgement: The Board Chair called the meeting to order, welcomed Directors, and Staff. A Director read the land acknowledgement to start the meeting.</p>
6:41 pm	<p>CONSENSUS ITEMS:</p> <ol style="list-style-type: none"> 1. March Minutes. 2. March Executive Minutes 3. April Agenda. <p>The Board Chair asked for approval of the March minutes, executive session minutes, and April Agenda. The Chair asked for any questions or concerns. The Board approved the items with no concerns.</p>

<p>6:43 pm</p>	<p>General Manager Report:</p> <p><u>GM Update</u></p> <p>GM provided a store update that included 50th anniversary committee meetings and events, general merchandise and projects for the year. GM also reported a new hire in the Meat and Cheese Department.</p> <p><u>Board Financial Dashboard</u></p> <p>The GM shared a financial report from February including sales, margin, labor, liquidity and debt service metrics.</p> <p><u>Ownership and Abandoned Equity Report.</u></p> <p>GM reported that our ownership continues to increase, and we are continuing to see new shoppers in the store.</p>
<p>7:17 pm</p>	<p>General Manager Report Consensus Items:</p> <p>L6 Staff Treatment and Compensation</p> <p>GM provided a report on Staff Treatment and Compensation and shared data from the annual staff survey. GM reports on budgeting cycle, staff wages, and benefits.</p> <p>The Board Chair asked for approval of the L6-Staff Treatment and Compensation. The Chair asked for any questions or concerns. The Board approved the report with no concerns.</p>
<p>7:25 pm</p>	<p>Board Retreat Agenda and Details: The Board Chair shared that the official agenda has come in from the facilitator and will be shared post meeting. The board discussed the retreat and firmed up time and food details for the day of.</p>
<p>7:35 pm</p>	<p>CCMA May 29-31, 2025</p> <p>The Board Chair provided an update for the CCMA scholarships and that they were given to three board directors. The GM's registration is covered by the speaker scholarship.</p>

7:40	Form Board Election Committee The Board Chair shared that the Director who is chairing the Election Committee has chosen not to run for the board again for the next year. The Board Chair asked if there were any directors that were interested in serving on the Committee. A few Directors showed interest.
7:46 pm	Committee Reports. Friends and Fundraising Committee: Committee discussed continued organization and more details for the 2025 Annual Meeting in November. Board Ops Committee: The committee shared continued planning for the board retreat, April Board meeting, and planning for CCMA. Finance Committee: The committee did not meet this month, but reports to have the next meeting scheduled for April 15th at 6:00pm to discuss the Board Budget for fiscal year 25/26. IDEA Committee: Committee reports to be working on an activity for the Board retreat which one of the directors will lead, and finalized their next meeting for May 3rd at 11:00am. GM Review Committee Charter & Committee Report: A Board director reports an update to the Committee Charter and finalized the next meeting being April 11th at 8:00am. The Board Chair reports to be sending out the GM policy checklist to all Board Directors and welcome any changes that might be needed to update prior to the GM evaluation. The Board Chair asked for approval of the Committee Charter and all directors approved with no concerns.
8:14 pm	Adjourn