

**Open Harvest Cooperative**  
**Board of Directors Meeting Minutes**  
**Wednesday, August 7th, 2019**  
**The Foundry, 211 N 14th St., Lincoln, Nebraska**

- Present:** **Board Directors:** Megan Jackson (Board Chair), Matt Pirog (Vice Chair), Rosina Paolini (Secretary), Jen Burianek, Skylar Mosby, Ross Brockley, Aaron Druery, Corey Rumann; **Staff Members:** Amy Tabor (General Manager), Amy Gerdes (Board Administrative Assistant); **Guests/Member-Owners:** Amy Zachek
- Absent:** None
- 6:04 pm** **Welcome, Introductions and 1-Minute Opener:** The Chair called the meeting to order and welcomed everyone to the Board Meeting. Directors shared what accomplishments and actions the Board has taken over the last year that they are most proud of.
- 6:15 pm** **Appoint Director to Write Monthly Board Reflection:** A Director volunteered to write the Monthly Board Reflection.
- 6:17 pm** **August Agenda and July Minutes:** The Chair requested approval of the July Minutes and the August Agenda.
- Consensus Items:** The Board approved the August Agenda and the July Minutes.
- 6:18 pm** **General Manager Reports:** The GM Monthly Report and Monitoring Report for L1 Financial Conditions and Activities were available to the Board prior to the meeting and presented with no changes.
- The GM reported compliance on all parts of L1 policy except L1.1 due to not meeting budget for Margin Minus Labor (MML). The board accepted the GM's plan to improve MML and achieve compliance; progress on the plan will be reported monthly in the GM's Policy Compliance Report.
- The Chair requested that the Board acknowledge receipt of the Monthly GM Report and the L1 Monitoring Report.
- Consensus Items:** The Board accepted receipt of the reports.
- 6:45 pm** **Policy Revision/Review: L2 and L Global:** Directors reviewed the L2 & L Global policies and had no proposed revisions.

- 6:46 pm**      **Financial Ed - Key Indicators Matrix:** The Key Indicators Matrix is submitted quarterly with the L1 Monitoring Report, and includes information about 14 financial metrics. Directors reviewed and asked questions about the metrics, and the discussion was a learning opportunity to build financial acumen. The board agreed to schedule a regular discussion about the Matrix quarterly with the L1 Monitoring Report.
- 7:05 pm**      **CCMA Presentation:** The Chair presented on their recent attendance of the CCMA conference with notes on impactful workshops attended and takeaway messages, including member engagement strategies, expansion and reinvestment strategies, the benefit and payoff of taking risks, opportunity assessment tools, and creating a culture of constant improvement.
- 7:24 pm**      **Strategic Conversation - Everyone Welcome? Discussion about Race and Food Co-ops:** Directors discussed what “everyone welcome” means, using articles and videos reviewed prior to the meeting to spark the conversation. Conversations addressed the history and development of cooperatives, ways to break preconceived notions of what the community needs vs. what the co-op offers, and the disparity between white communities and non-white communities. Directors shared personal stories about the intersection of race and their own personal identities, and discussed implicit bias, how to cultivate inclusive spaces, and ways to engage people of differing backgrounds in leadership positions. Directors considered ways to include a conversation about race and inclusivity in the Annual Meeting. The board committed to ongoing work and conversations about race and becoming a more inclusive, welcoming, and diverse community.
- 7:49 pm**      **Board Election Committee:** The committee report was available to the Board prior to the meeting and presented with no changes. The deadline for board applications was extended and directors were encouraged to recruit more candidates.
- 7:55 pm**      **Board Operations Committee Report:** The committee report was available to the Board prior to the meeting and presented with no changes. The board supported the Chair’s proposed process for appointing someone to fill the vacated board seat.
- 8:03 pm**      **Finance Committee:** The committee report was available to the Board prior to the meeting and presented with no changes. The committee will meet again in October to review 1Q financials and the 2019FY audit.

**7:55 pm**      **Annual Meeting Committee:** Directors volunteered to serve on the committee and agreed to meet in August.

**8:10 pm**      **Review Action Items and Meeting Reflections:** The Board discussed Action Items, and shared reflections on the meeting.

**8:22 pm**      **Guest Member-Owner Comments:** None.

**8:22 pm**      **Adjourn**