

**Open Harvest Cooperative
Board of Directors Meeting Minutes
Tuesday Dec 2, 2025
6:30-8:00 pm, Teams Meeting**

Present	Board Directors: Anna Hernoud (Chair), Lynne Ireland (Vice Chair), Carla Dittman (Secretary), Jarvis Green, Rollin Metzger, Monica Snowden, Claire Kallhoff, Nate Morris, Amelia Pickhinke Staff Members: Amy Tabor (GM) Guests/Member-Owners: None
6:31 pm	Roll-Call/Check-in Question: The Board Chair asked each director and guest a question to start the meeting. Each Board Director, and the GM answered.
6:35 pm	Welcome reading of our land acknowledgement: The Board Chair called the meeting to order and welcomed Directors. A board director read the Land Acknowledgement.
6:40 pm	Guest Owner Reserved Comment Time: No guests present.
6:41 pm	Jarvis Green joined the meeting.

<p>6:45 pm</p>	<p>CONSENSUS ITEMS:</p> <ol style="list-style-type: none">1. <u>November Minutes</u>2. <u>December Agenda</u>3. <u>Annual Meeting Minutes</u> <p>The Chair asked for approval of the November Minutes. The Chair asked for any questions or concerns. The Board approved all consensus items with the exception of three board directors who abstained as they were not present at the November Meeting. Everyone else had no concerns.</p> <p>The Chair asked for approval on the December agenda and the Annual Meeting Minutes, and asked for any questions or concerns. The Board unanimously approved the December agenda & Annual Meeting Minutes with no concerns.</p>
<p>7:00 pm</p>	<p>General Manager Report Consensus Item:</p> <p><u>Ends Report</u></p> <p>The General Manager presented the Ends Report showing data, progression and growth towards store goals during fiscal year 2025 (July 1, 2024 - June 30, 2025). GM reports compliance with all parts of this report. Directors offered comments and asked questions about the data.</p> <p>The Board Chair asked for the approval of The Ends Report. The Board unanimously approved with no concerns.</p>
<p>7:58pm</p>	<p>General Manager Reports:</p> <p><u>GM Update:</u></p> <p>GM provided a store update that included the November Annual Meeting, Thanksgiving sales, in-store donations for the community, upcoming events, and staff health insurance update. The GM also reviewed the compliance plan for L1.</p> <p><u>Board Financial Dashboard:</u></p> <p>GM provided an update on October finances that included sales, margin, labor and liquidity.</p>

	<p><u>Ownership and Abandoned Equity Report:</u></p> <p>GM reported on October ownership and abandoned equity report.</p>
7:25 pm	<p><u>Board Contact/Code of Conduct/Board Unity</u></p> <p>The Board Chair gave a high-level overview of the Code of Conduct and Board Unity.</p>
7:40pm	<p><u>Potential Board Retreat-April 11th, 2026</u></p> <p>The Board Chair shared the proposed date and details for the upcoming Board Retreat schedule for April 11th.</p>
7:45pm	<p><u>Nominate Board Officers</u></p> <p>The Board Chair shared the process to nominate and elect the Board Officers. Nominations were presented and the Board voted on the following Board Officers for the next year:</p> <ul style="list-style-type: none"> ● Anna Hernoud (Board Chair) ● Lynne Ireland (Vice Chair) ● Jarvis Green (Secretary)
7:50 pm	<p>Committee Reports.</p> <p>Friends and Fundraising Committee/Annual Meeting Committee Report: The committee shared highlights from their recent meeting regarding this year's Annual Meeting's advantages and challenges.</p> <p>Board Ops Committee: The committee shared highlights from their standing meeting, December agenda, Annual Meeting wrap up, new Board Director Orientation, Board Retreat Planning, Board Election Committee, and Board Documentation.</p> <p>Finance Committee: The committee shared updates on their last meeting regarding inactive preferred shares.</p>

	<p>IDEA Committee: Committee has not met yet this month, but will be meeting following December Board Meeting.</p> <p>Board Election Committee Report: Committee shared updates on the election results. At this time the 2025 Election Committee is dissolved, and the 2026 Committee will be coming soon.</p>
8:10 pm	Adjourn