

Open Harvest Board of Directors

Approved Meeting Minutes

June 7, 2010, 5:34 – 7:30 p.m. at Irving Rec Center
2010 Van Dorn Street

- Present** Miles Bryant, Hank Van den Berg, Sara Moshman, John Christensen, Jon Ferguson, Alisa Kushner, Jackie Barnhardt, Jill Wertz, Maggie Pleskac, Dave Eckmann, Flame Alligator, Melissa Garcia, Ingrid Kirst, Bob Hutkins, Carla McCullough, Keith Dubas, Jim Nelson, Kelsi Swanson, Mary Rachael
- Absent** David Murphy, Pepe Fierro
- 5:34 p.m.** Welcome to guests, staff, and Board members, with introductions. Accept consensus items: June Agenda with addition and changes, and May Meeting Minutes.
- 5:37 p.m.** New Board Members: Discussion included the By-Law changes and the amount of Board members allowed, Dave Eckmann's term being up and his not running again, and Alene Swinehart's leaving the Board, plus the announcement of Jill Wertz to the Board.
- 5:39 p.m.** Margot Conrad's 30th Anniversary: Kelsi Swanson announced Margot Conrad's 30th Anniversary of working at Open Harvest. To celebrate the event a scrapbook is being made of "Margot Moments," photos and a gift. Board members encouraged to participate.
- 5:40 p.m.** L10: Jim Nelson recommended that L10 (pre-expansion) be retired not deleted. Keith Dubas concurred. Discussion included the questioning of deleting it, financial going into L4, and the deleting of L11. No new revised post expansion.
- 5:45 p.m.** GM Report: accounts payable to inventory (.75), debt to equity (2.3) (.90 without long term liabilities), accounts payable (\$170,270.) and inventory (\$228,450.) shared. Sales update reported for financial year (4.4 million) is \$50,000. off, up 16% to last year, up 23% since expansion, up 27% for this quarter.
L1: changes and announcements include L1.1.3, deli employees to wear red shirts, L1.1.5, Employee Store Meeting re: accidents and evacuation, and 98.6% average on Secret Shopper Program.
Ends: (Global Ends) Completed Internal Buying Guidelines for each department and the posting of these Guidelines in-store announced. (Sub-Ends) Announcement of 4 Employees visiting Plum Creek Farms and the touring of other local farms discussed

as part of the Harvest to Harvest Program, along with Prairie Land Days with local suppliers attending. Discussion included Miles Bryant questioning whether the Store is compliant with L1.4 (Information and Education), Maggie Pleskac questing changes to the Ends, and Bob Hutkins suggesting whether the discussion should include sustainability and educating of buyers. Current Purchasing Policy, financial cost and the impact on the Store, and consumer awareness discussed. David Murphy originally brought up the Ends not being compliant in a recent email, and since he is absent, Keith Dubas suggested tabling the topic until his return. Board agrees to postpone action on L1.

- 6:44 p.m.** Board Election Process: Dave Eckmann reported on the work in progress of how the Board handles elections – though no longer on the Board, he is willing to continue to work on this issue. Miles Bryant questioned whether there should be a change in Policy or in By-Laws. Discussion included Dave Eckmann’s opinion that the changes be made in the By-Laws and Keith Dubas’ suggestion that it is easier to change Policy.
- 6:53 p.m.** By-Laws Review Committee Report: No report from the Committee.
- 6:54 p.m.** 35th Anniversary Celebration: Kelsi Swanson reported on the upcoming celebration for the week of 7/21 to 8/3.
- 6:59 p.m.** GM Bonus Plan: New Committee formed, to include Bob Hutkins, Miles Bryant, Alisa Kushner and Keith Dubas. Focus of the new Committee will be the Bonus of GM, Jim Nelson, as he will be leaving ½ of the way through the year.
- 7:02 p.m.** CCMA: Jon Ferguson, of the Board, and BJ and Alex, of the Store, will be attending the Consumer Coop Management Association’s conference in Bloomington, Indiana.
- 7:03 p.m.** New Board Member Orientation: New Board Members Pepe Fierro, Hank Van den Berg and Jill Wertz will attend Orientation.
- 7:05 p.m.** Policy Committee Report: (added to the Agenda) Ingrid Kirst distributed updated changes to G1, G5, and G7 for Board Manuals.
- 7:08 p.m.** Executive Session
- 7:30 p.m.** Adjourn

Respectfully Submitted,
Mary Rachael

Next Meeting: July 12, 2010 from 5:30 to 7:30 p.m. at Irving Rec Center