

**HARVEST BOARD OF DIRECTORS
PUBLIC MINUTES
13 SEPTEMBER 2010**

Attending: Steve Clifford, Jessie Grogan, Jessica Hiemenz, Andrew Kessel, Christina Lively, Elizabeth Levy, Rebecca Nemec, Diane Simpson (board administrator), Mike St. Clair (general manager).

Absent, Excused: Matt Altman, Megan Amundson, Scotland Willis.

Guest: Annette Ghelfi (Dufer).

Meeting minutes taken by Diane Simpson.

Meeting commenced at 7:08 p.m.

Tonight's guest, Annette Ghelfi (Annette Dufer), is a chiropractor who lives and works in Cambridge. She is thinking of running for the board. She is listed under her maiden name, "Annette Dufer," on the ballot.

Member Comments

Rebecca hosted the monthly member dinner last week. Lots of fun; good feedback.

Andrew appreciatively noticed the "kids club." Mike said Harvest has had this for two years. It's a chance for parents to come to the deli counter to get fruit or a healthy snack for their child.

GM Report

1. New Floors in Cambridge—Work has begun on the construction of a new sub floor and tile surface of the front end and perimeter of the sales floor in Cambridge. It will never be perfect but it will be greatly improved. The first phase is expected to be completed in two weeks' time using night crews only and with minimal disturbance to our customers and members.

2. New LTD Benefit at Harvest—On September 1, 2010, Harvest was proud to add to our extensive list of associate benefits, a new Long Term Disability benefit through Principle financial Group for all managers and supervisors who choose to participate. LTD benefits for sickness or injury are available to associates who have been disabled for 90 days and pays 60% of predisability earnings. Harvest is paying for half of the associate premium and 75% of the qualifying associates have chosen to enroll.

3. Human Resource Training for Harvest Associates—As part of the Harvest Co-op commitment to continuing education, four store supervisors will join Sandra Andrew, Director of Human Resources, at an Employment Law Training seminar offered through Cambridge Local First in October. The seminar focuses on the key elements of employment law for small businesses, including best practices for hiring, documentation and record keeping.

Election Committee Update

Christina Lively ran the numbers to see where we get candidates:

- There were 21 or 22 people who considered; numbers are approximate
- Eight of the nine came from active outreach
- Personal outreach a "key element"
- Good idea to keep previous years' candidates on file

Annual Meeting Update

Christina checked up on the Certificate of Occupancy. The church is definitely going to have it.

Christina asked if the board wanted to change the agenda. The board discussed the amount of time for presentations, who is presenting, the question and answer section. The consensus was to shorten the time devoted to candidates' statements (because there are fewer candidates) and to lengthen the time for questions and answers.

ACTION ITEM Diane to put last years' annual meeting notes (slides) and 1-page statement on Google docs.

The board discussed food options for the meeting. Due to the fact that Harvest does not do catering from the JP store, other options, such as Chinese food and Spanish food, were considered. Harvest can supplement the food with its own items.

The board will try to get a group photo, have a presentation on MSCC volunteer events and an explanation of what board endorsement means. There will be a more complete discussion on the presentation at the October board meeting.

MSCC Updates

There were 17 applications for the Community Fund.
Six people (including Chris Durkin) regularly attend MSCC meetings.

The board discussed the issue of having Chris reading and reviewing applications. He is an employee of the store, so technically he should not be asked to do board work via the MSCC. Mike thought it was fine for Chris to be involved in that activity as long as he wanted to.

The Food Project event did not happen. No board representative was available. Also, it was scheduled on a major Jewish holiday. But the MSCC is going to try to do the food bank project in November. MSCC is reaching out to other food co-ops in Massachusetts.

Liz is doing a lot of tabling and encouraging everyone to help. Jessie cannot do October but can do November/December.

Minutes approval

There were a couple of minor corrections to the minutes.

Minutes Approval

Jessica moved, and Andrew seconded, the motion to approve the August public minutes as amended. Approved 7-0-0.

Close Public Session

Steve moved, and Rebecca seconded, the motion to close the public session.
Approved 7-0-0.

The public meeting closed at 7:50 p.m.

Action Item Summary

ACTION ITEM Diane to put last years' annual meeting notes (slides) and 1-page statement on Google docs.