

HARVEST BOARD OF DIRECTORS MEETING MINUTES—AUGUST 1 MEMBER SESSION

Attending: Kashif ul-Huda; Lydia Peabody; Ellen Dickenson, Meghan Strauchon; Marc Cutler, Operations Manager; Diane Simpson, Board Administrator; Hunter Gates; Dwayne DeSaulniers (on telephone).

Guests: Wayne Clark; Phil Messier; Mark Belzowski; Theresa Strachila; Gordon Williams; Stacey Cordeiro; Sherry Tucker.

Meeting Ground Rules & Purpose

Ellen reviewed the ground rules and purpose. Board meetings are to make decisions related to the governance of the co-op. The Board does most of its work in committees. Discussion of Member comments may not be possible due to time constraints. Assume best intentions when listening to others.

Vote Key

Votes are recorded in this order: For, Against, Abstaining

Minutes taken by Diane Simpson.

The meeting commenced at 6:30 p.m.

Agenda Review

A call for changes to the agenda was announced.

One change requested: Voting for Vice President after reviewing the minutes.

Packet Timeline

Meghan went over the process for packet production so that the Board can get the packet out in a timely fashion. She will work backward from the meeting date. Start and end times of the packet timeline will be codified. This new process will ensure that the members have access to the packet a week ahead.

Member Comment

No member comments at this time.

Approve Minutes and Review Action Items

The action items were reviewed. Most were completed. A couple of them have to wait for other things to happen in the future. Dwayne was to contact David Price about other community organizations and he has attempted to contact him several times but has not heard back. Meghan will forward the names and community groups she received from him to Dwayne.

Motion: Approve the July Member minutes. The motion was moved and seconded. Approved 6-0-0.

Motion: Elect Lydia Peabody Vice President. The motion was moved and seconded. Approved 6-0-0.

Leland Street Gathering

Meghan debriefed people on the Leland Street Garden meeting, which was also described in the notes in the member packet. She observed that all agree that we want Harvest members to be really interested, really engaged, really informed. This may take different forms for different people. All ages,

demographics and interests are welcome. People want to belong to our store! How do we promote and enhance that? (Maybe use small cards at the table to hand out listing ways people that might be interested in getting involved.) Eight to ten people came to the garden gathering--who were they? They were Board members, employees, Harvest members, one non-member, and a couple of passers-by. The information was sent out through a local listserv. A member suggested using Facebook and other social media sites in order to spread the word more widely and another person suggested putting it on the "What's new" section of the website. A member asked if staff discontent was discussed at this gathering. The directors said this meeting focused more on things people were really fond of, things that brought people together, and things that people wanted to see happening in the store.

Global Ends

The Global Ends committee is figuring out the best way to contact the employees and get the information from them for the Global End on Employees. *(Create a positive work environment for employees while providing a respectful workplace and a living wage.)* They are still going back and forth to figure out what that process will look like. They are seeking actionable data. In response to a question about how to give comments to the Board on this process, a director advised to keep contacting Board members or be on the Global Ends committee and work alongside the Board. A guest asked if staff members can speak to the management. It was pointed out that staff members can contact management directly through the Open Door policy, which allows any staff member to contact upper management and request a meeting about whatever is on their mind.

In response to a question a director pointed out that employees are members and owners and they are welcome to come to Board meetings. A director pointed out that the Board cannot overrule HR or directly step into an HR situation.

ACTION ITEM Marc to check on the process by which store associates become members.

ACTION ITEM Marc to check in with Chris Durkin and Karina Arias to see when store employees who stop working at the store are no longer Harvest Members.

A member said there is confusion about what happens to the membership of store associates when they leave employment.

A guest asked if members can be on the Global Ends committee; Meghan replied yes.

ACTION ITEM Meghan to follow up after the session is over.

Election Update and Online Voting

This year online voting will be included among the voting options. Chris will send out postcard with info on how to vote and how to request a paper ballot. A member thought sending out paper information about the candidates might be necessary. The directors said the information would be sent out accompanying the paper ballot. There was a clarification question on who the Board endorses for candidacy. In response a director pointed out that a candidate can still be on the ballot even if they are not endorsed. In response to a question about people who don't have email or internet it was noted that they can request a paper ballot by phone or they can get one in the store.

ACTION ITEM Kashif will send out the applications before the October 3rd meeting and Lydia Peabody and Diane Simpson to help.

Question: How does endorsing a slate work?

Answer: The directors explained that the endorsement process was in the bylaws and that it is used to get the most qualified and diverse selection of Board members. The relevant bylaw is below.

NOMINATIONS: All qualified members who wish to run are placed onto the ballot and the board ‘endorses’ a group. Applications are due at least 30 days before voting. Candidates must be present at the annual meeting in order to be elected unless their presence is specifically waived by the Board.

In response to a question as to when the application would be available the election chair responded that it will probably be on the website at the end of the week after the Board makes corrections.

ACTION ITEM Kashif will make corrections to the packet and send it to Chris Durkin and the Board.

Net Impact

We will have a Net Impact board member joining us. It’s called the “Board Fellows” program and it places young people on nonprofit boards in their community as non-voting members. They will have a project that they spend about 10 hours per month working on. Developing a strategy for the member outreach and membership drive for the store in Bartlett Place near Dudley Square. They will also develop a strategy for the member loan program. Public policy and business school students are the ones usually interested in this type of thing.

Board Monitoring

Ellen debriefed on the Board monitoring survey. Governance Investment: Orientation will happen in the store this year. “Regular and Durable” channels of communication needed on the member outreach effort.

ACTION ITEM Ellen to find out on next Executive Committee call with RoseMarie when outside monitoring is appropriate.

Motion: approve the Board monitoring survey. The motion was moved and seconded. Approved 6-0-0.

Motion: Adjourn the member session. The motion was moved and seconded. Approved 6-0-0.

The member session adjourned at 7:37 p.m.