

Harmony Board of Directors

Minutes for September 27, 2023

Present: Mary, Tom, Angie, Emily, Linda, Rita, Natalie (zoom)

Staff: Colleen

- **Call-to-order: 6:00pm @ 309 Building**
- **Consent Agenda**
 - August Minutes – APPROVED
- **Governance**
 - **Board Narrative**
 - Colleen reviewed financials, highlighting sales, profitability, and cash flow even after roof work.
 - **B4 (Financial Condition) – IN COMPLIANCE**
 - **B1 (Staff Treatment – environment and culture) – IN COMPLIANCE**
 - Rita and Tom led the discussion from a selection of slides from the Employee Survey results.
 - Discussed that we'll move B10 to October and revisit B11 in December.
 - In answer to what do Colleen and the staff need from us, the board agreed on a statement to staff in response to the Employee Survey.
- **Future**
 - Reviewed “pillars of resource” and discussed ways to quantify the first two points – Financial and Connections.
- **BOD Recruitment and Planning**
 - Discussed invitees, confirmations, and additional contacts to be made.
- **Learning**
 - Colleen shared some regional co-op stories from her attendance at a recent conference.
- **Relationship with Owners**
 - BOD shared observations on the great Harvest Fair attendance. Colleen mentioned that having vendors start earlier in the day worked out well.
- **Closing**
 - Natalie: Process reflection
 - Mary: Group photo and summary for website
 - Next BOD Meeting is October 25, 2023 @ 6pm at Tutto Bene's
 - Meeting adjourned at 8pm

Rita Chamblin, Chair