

Harmony Board of Directors

Minutes for August 30, 2023

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

Staff: Colleen

- **Call-to-order: 6:00pm @ 309 Building**
- **Consent Agenda**
 - June Minutes – APPROVED
- **Governance**
 - **Board Narrative**
 - **Colleen reviewed financials and store projects. Discussed results and value of Columinate’s HR reports from Melanie Reid - both compliance for B1 and B2, and the upcoming Employee Satisfaction Survey.**
 - **Colleen will work with Melanie Reid, Rita, and Tom to determine the best strategy for communicating survey results next month. Preview is very positive.**
 - **BOD approved Class A stock Owner buybacks for two owners**
 - **B4 (Financial Condition) – IN COMPLIANCE**
 - **B2 (Compensation and Benefits) – IN COMPLIANCE**
 - **BOD appreciated having the compliance report from Columinate in addition to GM’s own report.**
 - **As a result of the compliance report, BOD discussed and initiated a policy change on B2 to remove 2D and 3. We agreed with Melanie Reid’s opinion that it was not a best practice to limit or require the GM regarding job performance increases and financial performance based compensation.**
 - **B5 (Asset Protection) – IN COMPLIANCE**
 - **In answer to what do Colleen and the staff need from us, Colleen suggested a statement from the BOD in response to the Employee Satisfaction Survey for the Team Harmony meeting on September 28th.**
- **Communication Reciprocity**
 - **Discussed surfacing questions, “dig in” questions, and “round robin” response system. Suggestion for Board Conscience to prepare for these questions in support of this goal. Noted that we have good engagement on content. Also noted that everyone processes and communicates differently. Reminder that goal here from retreat was for BOD members to be willing to risk speaking up with questions or comments.**
- **Learning**
 - **Emily reported out on job shadowing Secretary role with Mary**

- Natalie and Emily reported out on CBL 101. Rita will forward Natalie's email with resource links.
- Colleen will be attending an NCG meeting and will share regional co-op stories with us next month.
- **BOD Recruitment and Planning**
 - Agreed on Tutto's for October recruitment event. Colleen will make arrangements with Tutto's.
 - 5:30 pm arrive, chat, and order food
 - 6-7pm business meeting
 - 7-8pm eat dinner and Q&A
 - Colleen will talk with Ops Team to ask about owners to highlight for inviting. Rita will add to past list and send out to BOD. Reminder that the list isn't comprehensive and we're welcome to invite owners who qualify (see D9).
 - We currently have two open board positions. In addition, Rita's and Tom's terms are up next year. Rita will run again; Tom is unsure if he will run.
- **Relationship with Owners**
 - BOD shared experiences from Summerfest and County Fair. Noted how many folks stopped in at the fair wanting to be known as owners and connect with us. Compliments to staff on set up and materials for BOD.
- **Closing**
 - Natalie: Process reflection
 - Mary: Group photo and summary for website
 - Next BOD Meeting is September 27, 2023 @ 6pm at 309 Building
 - Meeting adjourned at 8pm

Rita Chamblin, Chair