

Harmony Board of Directors

Minutes for December 6, 2023

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

Staff: Colleen, Lisa

- **Call-to-order: 6:00pm @ 309 Building**
- **Consent Agenda**
 - **October Minutes – APPROVED**
- **Governance**
 - **Board Narrative**
 - Colleen reviewed financials, noted some physical plant improvements, and brought our attention to the dates set for 2024 events.
 - **B4 (Financial Condition) – IN COMPLIANCE**
 - **B11 (Growth and Development) – IN COMPLIANCE**
 - Colleen presented her report in a new format. She agrees that it's best to review this policy in December, preparing us for the budget discussion in January. Lisa presented information on Retail Readiness and Local/Regional/Organic sales. The board agreed that this presentation is strong and answers our needs without a rewrite of the policy.
 - The board approved that Colleen handle Class B stock repurchase requests.
- **BOD Recruitment and Planning**
 - Verified everyone received email with link to the Board Survey
 - Recruitment Event was good. Updated on the 2 candidates who are interested. One candidate, Kathryn Gonzalez, will be running to return to the board. We agreed to appoint her now and invite her to attend our January retreat. She'll still have to run for the seat in April.
- **Learning**
 - Linda reported out on her experience shadowing Tom Staker, Treasurer. She'll continue to do so over the next year by joining Tom at his periodic visits with Colleen.
- **Board Relationship Sustainability**
 - We noted that attendance at board meetings this year has been strong and how important that is. We agreed with the statement that "time together is sustainability". As a result, we haven't felt the disconnect this year that comes from having board members missing meetings. Additionally, we've shifted our check-in questions and changed our orientation for new board members.
- **Future**
 - We discussed BOD Bench Strength in our ongoing "Pillars of Resource" work.

- **Closing**
 - **Natalie: Process reflection**
 - **Mary: Group photo and summary for website**
 - **Next BOD Meeting is January 31, 2024 @ 6pm at 309 Building**
 - **Meeting adjourned to Closed Session**

Rita Chamblin, Chair