

Harmony Board of Directors

Minutes for January 30, 2024

Present: Mary, Tom, Angie, Linda, Rita (309 Building)
Natalie, Emily, Kathryn (zoom)

Staff: Colleen

- **Call-to-order: 6:00pm @ 309 Building**
- **Consent Agenda**
 - **December Minutes – APPROVED**
- **Governance**
 - **Board Narrative**
 - **Colleen reviewed year end financials highlighting successes in sales growth, gross margin, net profit, and cash flow.**
 - **Colleen requested and Board approved:**
 - **Patronage dividends of ~ \$15,860**
 - **Class C Stock dividends of \$3,315**
 - **Class A Stock buybacks for owners 1367, 3483, 1841, 1994 totaling \$480.00**
 - **B4 (Financial Condition) – IN COMPLIANCE**
 - **B3 (Budget and Financial Planning) – IN COMPLIANCE**
 - **Colleen presented the 2024 budget including separate detail for capital expenses**
- **BOD Planning**
 - **Distributed 2024 Action Plan**
- **Board Growth and Sustainability**
 - **No new director candidates chose to run for the board this year. Kathryn will also not be running this year.**
 - **Reviewed list of Tasks to be Shared and determined appropriate distribution among board officers.**
 - **Reviewed Secretary role.**
 - **Decided to add a Tech and Communications position to the board for some of the tasks.**
 - **Reminder that Job Shadowing is year-round.**
- **Linkage**
 - **Board meeting calendar has been posted in the store.**
 - **Linda and Kathryn presented their first report on the Linkage Matrix. The board discussed the questions they posed and offered ideas on how we might approach the annual meeting. This conversation will continue next month.**
- **Closing**
 - **Natalie: Process reflection**
 - **Mary: Group photo and summary for website**
 - **Next BOD Meeting is February 28, 2024 @ 6pm at 309 Building**

Rita Chamblin, Chair