**Harmony Co-op Board of Directors**

**Minutes September 28, 2022**

**Present: Rita, Diane, Leanne, Kathryn, Jan, Angie, Mary, (Natalie via Zoom)**

**Staff: Colleen, Rhonda**

* **Call-to-Order: 6:00pm at 309 Bldg**
* **Consent Agenda**
  + **August minutes – APPROVED**
  + **Agenda**
* **Governance**
  + **Board Narrative**
    - **Colleen presented Harmony’s financial results, received approval for providing gift cards for GOTV events**
  + **B4 (Financial Condition) – IN COMPLIANCE**
  + **B1 (Staff Treatment – environment and culture) – IN COMPLIANCE**
    - **Rita and Jan led the discussion of the staff survey. BOD noted overall results are positive, and BOD was grateful for staff engagement.**
* **Everyone Welcome**
  + **We agreed to begin our DEI journey by watching the four DEI training videos that staff are using.  As our constraints are that they need to be watched by the end of the year, together, and are not available to be shown via zoom, we agreed to use our December meeting and add a November meeting for this purpose**. **Location: 309 Building**
    - **December 7, 6-8pm**
    - **November 9, 6-8pm**
  + **Discussion about the videos will be part of our January BOD meeting.**
* **Onboarding, Board Development & Recruitment**
  + **Report out on BOD shadowing – Kathryn and Leanne discussed their experience shadowing Jan as Board Conscience; Angie and Natalie will advise when they’ve completed their shadowing.**
  + **Discussed inviting candidates for October recruitment event**
  + **Settled on Jan 7, 2023 for our annual retreat, 9am-3pm**
* **Relationship with Owners**
  + **Discussion of experiences at Harvest Fair was deferred to allow time for closed session**
* **Wrap up**
  + **Jan – Process Reflection.**
  + **Kathryn – Group photo and summary for website.**
  + **Next Board meeting is October 26, 2022 at 6:00pm, Tutto Bene’s**
  + **Meeting Adjourned at 7:45pm**

**Rita Chamblin, Board Chair**