**Harmony Co-op Board of Directors**

**Minutes August 31, 2022**

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

**Staff: Colleen**

* **Call-to-Order: 6:00pm at 309 Bldg**
* **Check In: What part of your involvement as a board member in Summerfest or the County Fair felt like you were engaged in building community? The responses included a lot of sharing of experiences and feedback.**
* **Consent Agenda**
  + **June minutes – APPROVED**
  + **Agenda**
* **Governance**
  + **Board Narrative**
    - **Colleen presented Harmony’s financial results, current approach to staffing, wage strengthening, and change of date for Harvest Fair**
  + **B4 (Financial Condition) – IN COMPLIANCE**
  + **B2 (Compensation and Benefits) – IN COMPLIANCE**
  + **B5 (Asset Protection) – IN COMPLIANCE**
  + **Colleen and Mary reported on the success of having Mary at the Team Harmony meeting to speak to staff about an Ends Statement from the board perspective. Rita will attend in September and Tom in October, each focusing on different Ends Statements.**
  + **Diane agreed to join Jan and Rita in early September to categorize employee survey responses to open ended questions**
* **Relationship with Owners**
  + **Plans for Harvest Fair Owner Engagement** 
    - **BOD will table and focus on Ends Statement #1 about our support for local growers and producers**
  + **Rita outlined the process of owners voting for the BOD**
  + **Diane presented the recommendation for new ballot language for the team of Kathryn, Leanne, and Diane, who’d volunteered to review this. The following language was approved:**
    - **The Harmony Board currently has three (3) open positions. Please vote for up to three (3) candidates from those listed below. Harmony owners may cast one ballot for each owner number.**

**Return your completed ballot by mail:**

**Attn: Board Vote,**

**Harmony Natural Foods Coop**

**302 Irvine Avenue NW**

**Bemidji, MN 56601**

**OR**

**Place in the ballot box at the front of the store.**

* **Onboarding, Board Development & Recruitment**
  + **Report out on BOD shadowing was deferred to next month**
  + **We planned the recruitment event for the October board meeting**
    - **Tutto’s, October 26, 5:30-8pm**
    - **Rita will send a link to a list of potential candidates for BOD to use as a starting point for inviting owners to consider becoming a director**
  + **Consensus of the BOD, after discussion, is that vendors are not eligible to become a board member**
  + **Reminder for new BOD members that Columinate’s CBLD training is coming up again in September**
* **Everyone Welcome**
  + **Report out and discussion was deferred; Rita will email information for consideration.**
* **Logistics for BOD Meetings**
  + **We agreed to meet again next month at the 309 Building.**
* **Wrap up**
  + **Jan – Process Reflection.**
  + **Mary – Group photo and summary for website.**
  + **Next Board meeting is September 28, 2022 at 6:00pm, 309 Building**
  + **Meeting Adjourned at 8pm**

**Rita Chamblin, Board Chair**