**Harmony Co-op Board of Directors**

**Minutes October 26, 2022**

**Present: Rita, Diane, Leanne, Kathryn, Jan, Angie, Mary, Natalie, Tom**

**Staff: Colleen, Rhonda, Jess, Lisa W.**

**Guests: Emily Guest, Linda Kingery**

* **Call-to-Order: 6:00pm at Tutto Bene**
* **Welcome and introductions**
* **Consent Agenda**
  + **September minutes – APPROVED**
* **Agenda – Governance**
  + **Board Narrative**
    - **Colleen explained her role at Harmony as the GM, the history of NCG and what they do for Harmony and other co-ops in general. She provided context for the financial reports, sales trends, etc as well as the challenges Harmony faces. Colleen touched on Co-op Metrics and the importance of being able to see how other co-ops are performing in each department and as a whole. They provide quarterly and monthly reports which help set up strategies for sales growth.**
  + **B4 (Financial Condition) – IN COMPLIANCE**
    - **Colleen discussed operating within various climates such as Covid, inflation, and personnel staffing. She emphasized the importance of a narrative accompanying the numbers that are reflected. This explains what factors affect the financials.**
  + **What do Colleen and her staff need from us?**
    - **Tom Staker at Team Harmony on October 27, 2022 at 1pm**
    - **Kathryn Gonzalez volunteered for Team Harmony in December depending on schedules; Colleen will coordinate with Kathryn**
    - **Diane Rose and Leanne Jaskowiak volunteered for future Team Harmony meetings**
* **Everyone Welcome**
  + **DEI videos to be presented to BOD at next two meetings. Location: 309 Building**
    - **November 9, 6-8pm**
    - **December 7, 6-8pm**
  + **Discussion about the videos will be part of our January BOD meeting.**
* **Onboarding, Board Development & Recruitment**
  + **Rita provided an overview of Board processes and functions for our guests.**
* **Board and Director roles re communication.** 
  + **Board expressed no need for additional Board communication at this time.**
* **Wrap up**
  + **Jan – Process Reflection.**
  + **Guests were encouraged to ask questions of the Board during dinner.**
  + **Kathryn – Group photo and summary for website.**
  + **Next Board meeting is a work session on November 9, 2022 at 6pm at 309 Building**
  + **Meeting Adjourned at 7pm. Dinner served.**

**Rhonda Lokken, Board Administrator**