

Harmony Board of Directors

Minutes for March 29, 2023

Present: Rita, Tom, Jan, Diane, Kathryn, Angie, Natalie (Zoom) and Mary (Zoom)

Staff: Colleen and Rhonda

- **Call-to-order: 6pm @ 309 Building**
- **Farewells from departing board members Jan, Kathryn and Diane**
- **Consent Agenda**
 - **January Minutes – APPROVED**
 - **February Minutes - APPROVED**
- **Governance**
 - **Board Narrative**
 - **BOD discussed recent Financial Literacy workshop and how that changed their review of this month’s reports. Concurred that it was important to be knowledgeable or we’re just trusting others, and that this will yield better conversations with Colleen. Co-op framing of the training was important.**
 - **B4 (Financial Condition) - IN COMPLIANCE**
 - **B1 (Staff Treatment) - IN COMPLIANCE**
 - **What does Colleen need from us? What does the staff need from us?**
 - **Colleen asked for Team Harmony speakers. Jan and Diane volunteered; Diane will speak at the May meeting and Jan chose to speak at the June meeting.**
 - **The Board, after having watched and discussed the DEI videos over the past several months, formally expressed support of Colleen’s DEI work at the store.**
- **Relationship with Owners**
 - **The Board finalized plans for the April 23rd Annual Meeting utilizing the puzzle idea from last meeting as the metaphor for engaging with owners. Colleen shared a mock-up draft for our discussion.**
 - **Jess provided options for BOD to have their pictures taken for “Board Picks” in the next few days. This is an opportunity for BOD to promote a favorite Harmony product.**
- **Learning**
 - **Reviewed April Orientation and identified roles for board members.**
- **Communication Reciprocity**
 - **Discussed the first step in this work area which is to define diversity. Conversation centered on the need for bonding and building relationships between board members; learning about our differences. Suggestion to have**

Board Conscience be responsible for creating related check-in questions. Mary will take that on until another member takes on the role of Board Conscience.

- **BOD Planning**
 - **Agreed to weave BOD Relationship Sustainability into Communication Reciprocity**
- **Closing**
 - **Jan: Process reflection**
 - **Kathryn: Group photo and summary for website**
 - **Reminder: Annual Meeting set for Sunday, April 23, 2023**
 - **Next BOD Meeting is April 26, 2023 @ 6pm at 309 Building**
 - **Meeting adjourned at 7:50pm**

Rhonda Lokken, Board Administrator