**Harmony Co-op Board of Directors**

**Minutes June 29, 2022**

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

**Staff: Colleen and Jess**

* **Call-to-Order: 6:00pm at Harmony Community Kitchen**
* **Check In: How is your summer starting off?**
* **Consent Agenda**
  + **May minutes – APPROVED**
  + **Agenda**
* **Governance**
  + **Board Narrative**
    - **Colleen presented Harmony’s financial results, update on produce equipment, and the status of our current staffing.**
    - **Jess presented marketing themes, promotions, and outreach, including Plastic Free July and a new line-up of classes. She discussed our participation in the upcoming Summerfest and County Fair events. She’ll follow up with us on details of the County Fair tabling.**
  + **B4 (Financial Condition) – IN COMPLIANCE**
  + **B11 (Growth and Development) - IN COMPLIANCE**
  + **B9 (Environmental Policy), Item 6 – Rita and Colleen presented their recommendation that Item 6 be removed from this policy. The item asked Colleen to lessen packaging and plastics within our product lines in an effort to limit environmental damage. In recognition that our store has minimal control over product packaging and the store’s Product Policy already lists environmental impact as a factor in choosing products, consensus was to remove Item 6 from this policy.**
* **Relationship with Owners**
  + **Plans for Summerfest Owner Engagement** 
    - **We gave Jess ideas for our board tabling, which might connect with Plastic Free July.**
    - **We let Jess know our interest in helping with food, board tabling, trash/compost, and children’s activities.**
  + **August Newsletter Article – Rita noted that she and Natalie had visited about this and they’d have the article to Jess by Aug 1 deadline.**
* **Onboarding, Board Development & Recruitment**
  + **BOD succession/shadowing sign ups - Those shadowing will report back on their experience at the August BOD meeting**
    - **Kathryn will shadow Jan, Board Conscience**
    - **Natalie will shadow Tom, Board Treasurer**
    - **Angie will shadow Mary, Vice Chair**
    - **Angie will also shadow Kathryn, Board Secretary**
* **Everyone Welcome**
  + **The discussion began with Colleen telling us about the DEI training the store’s management staff are engaged in. We discussed the benefits of following a similar path as that training. We’ve removed our internal deadline for creating an Ends Statement and agreed to engage in the DEI journey. Rita will contact trainers (contacts provided by Colleen, Kathryn, and Mary) and report back on options at the August BOD meeting.**
* **Culture of Care**
  + **We agreed that this topic would naturally arise inside the DEI discussions and therefore doesn’t need to be a stand-alone topic.**
* **Logistics for BOD Meetings**
  + **We chose to try the space next door to Harmony’s kitchen for our next meeting with the goal of better audio for everyone.**
* **Wrap up**
  + **Jan – Process Reflection.**
  + **Kathryn – Group photo and summary for website.**
  + **Next Board meeting is August 31, 2022 at 6:00pm next door to Harmony Community Kitchen.**
  + **Meeting Adjourned at 7:50pm**

**Rita Chamblin, Board Chair**