

Harmony Co-op Board of Directors

Minutes, December 2nd, 2017

Approved, January 24th, 2018

Present:

- Board: Sharon Fruetel, Mary Overlie, Tom Staker, Jill Hanson, Danna Farabee, Tina Kaney, Rita Chamblin
- Staff: Colleen Bakken, DeeJay Arens

1. Meeting convened at: 2:51 p.m.
2. Consent Agenda Approved with edits
3. General Manager Reports
 - October was at 13.35% growth.
 - Payroll percentage on budget.
 - Following up on Gap Basis.
 - Based on the survey C Staff will meet with Colleen about goals and taking time to talk about wage strengthening.
 - Currently sitting at 14.5% sales growth.
 - Waiting to hear on the Certs grant.
 - Painting bid came in a bit high.
 - Getting another for comparison.
 - Maintenance and Repair position added.
 - Small and Strong Conference was great and made some great connections.
 - Colleen was on the cover of In Bemidji as part of Women and Leadership in our Community.
 - Colleen thanked the Board for their feedback and expressed how much she appreciated the Anniversary gift.
 - Thanksgiving week was up 25% over last year.
 - Thomas has left us and it was sad to see him go.
 - As a thank you to staff they were given a gift card.
 - The annual staff get together will be at Tutto Bene in January.
 - Great phone consult about patronage dividends.
 - Talked to CDS about our staff survey and got great feedback.
 - Offered a 3 day suite package
 - They also do a policy governance piece.
 - Owner Loan Payback
 - Only one left for a year
 - Willing to meet with Board members in early January to talk financials.
 - Colleen met with 9 staff members about Values & Messaging.
 - Messaging for next year
 - Messaging "Growing Our Community Together".
 - Ready presentation for June.
 - We have reached our goal for Stock.
 - September net income was \$176,000.
 - October was \$192,000.
4. B4 in compliance.
5. Meeting adjourned at 3:12 p.m.

DeeJay Arens: Board Coordinator