

Finland Cooperative Board Meeting January 29, 2018

Present: Honor Schauland, Matt Morris, Lindsey Dietz, Kaare Melby, Manager Mike Coyle, AM Karl Klinker, and member Judy Linman

Meeting called to order at: 6:35pm

Kaare proposes we hear our member, Judy Linman first.

Judy expresses appreciation for board and Co-op. She is a satisfied shareholder. She sent a letter previously concerning Ben and Jerry's ice cream and the work the Organic Consumers Association is doing to try to get Ben and Jerry's to go organic. Judy is asking if the store would remove Ben and Jerry's for now. Mike expresses that if we were a totally organic or natural foods store it would make sense to remove it, but we're not. It is stocked because members requested it at one time, and it made sense to carry the full line. Judy asks if people would notice if it was gone. Discuss running numbers on sales of Ben and Jerry's. Discuss the process for members with this kind of issue to bring to the membership.

Review minutes for 12-9-17. MSP Lindsey, Kaare to approve.

No treasurer's report.

Managers' Business Report - YE report from Licari - we owe \$10,000 of tax. Last year shows zero, so Mike will check to see what happened there.

Acct's receivable report: *Manager will run a report on acct #25 to determine how much is principal and how much is interest.

On-road and offroad waxed up and gelled. Partial load has blended it enough to make it work. Discovered that the probe indicates that there is more than there actually is.

Snapshot report: lots of fuel in the ground because. Money market at ~\$124,000 - printed wrong on the report.

Review ProForma Income statement - provided context for store's income and expenses since 2010, and a projection for the next 2 years.

<Mike leaves>

Assistant Manager report: New hours, scheduling. Public concerns. Safety concerns about shelving in the back storage area - want to rebuild. Employee concerns - employees would like a meeting with the Board - we haven't had one for awhile. *Karl will figure out a good date. *Karl will try to organize staff meetings. Board encourages the Assistant Manager to take initiative to get things done. Discuss potato salad or other prepared foods. *Karl will research regulations.

Karl requests information on the status of his raise request - Board will discuss later in the meeting.

<Karl leaves>

10 minute break

<Mike comes back>

Manager report: staff is doing well working together, etc. Met with staff briefly. Sue cut down already for insurance reasons. Elaine's, Joanne's, hours cut close to 10% because it's slow. Wendy agreed to the cut but hasn't taken effect yet. Karl was not cut, Mike was not cut - waiting on tax info and this meeting. People are dealing with their responsibilities well. Karl is doing all the organic ordering now. He's learning and being more efficient. Areas of concern - need Karl to be able to do more back office stuff. Karl balances the cash drawer, Mike would like to teach him more. Mike has been able to get nearly caught up on financials. Have been having check-in Manager/Assistant Manager meetings. *Mike wants to make a checklist so they both know who has done what each week. Karl is doing good with the scheduling. Nick has two days off now. Have not figured out Manager-on-duty thing yet. *Mike will work on that. New rep for Mason says most of their accounts are flat or declining. Ours is growing.

Display TV purchased. *Mike will figure out hanging up TV. *Kaare will work on graphics. *David Dietz will figure out how to connect TV to computer.

Store improvements: The bid from Gardner IS \$800,000. This is pretty out of reach for right now. Discuss alternate plans. We need to address walkin cooler and storage shelving ASAP. *Mike will talk to Planning and Zoning.

Everyone is uncomfortable building something that we will have to tear down at a later date - because we DO want a bigger addition at some point in the future.

*Mike will talk to North Country Business products about the Round up function of the POS.

Manager Compensation Discussion. Mike provides financial info on his current package and benefits. Board reviews and asks questions in order to understand all of the information.

<Mike leaves>

Table bylaw stuff until next meeting.

*Lindsey and Honor - CCF Flyer

*Honor and Karl - Mailing list - DAMMIT

Shares to sign: Christopher O'Brien, John Priem, Chrissy Haselow, Mary Aijala, Karen Hamilton, Kindra Isenhardt, Cathy Ingle, Kurt Mead, Nick Cooke, Lory Meisel, Lee Shervheim, Nathan Halvorson, Mary Sutton, Joan Warsinski, Nelson French, Kristy Pirsig, Mike Young, William O'Brien, Wendie O'Brien, Marc Carter, Rosemary Evans, James Manahan, Michael Wartman, JT Starkovich

MSP Kaare, Lindsey to approve new members (listed above).

Meeting adjourned at 10:10pm.