

## Finland Cooperative Board Meeting June 7th, 2018

**Present: Honor Schauland, Lindsey Dietz, Michelle Duhant, Kaare Melby, Matt Morris, Manager Mike Coyle, AM Karl Klinker**

Meeting called to order at: 6:40pm

MSP - lindsey, Michelle to approve May meeting minutes.

Treasurers Report - Michelle gives the thumbs up.

Managers Reports - Mike took stuff out of old computers. One drive very readable, but 2 are not. Computers in the office. Will be dealt with and recycled very soon. Round up is installed on POS. Works! **\*Honor and Lindsey - CCF FLYER!** Next Elaine needs nested categories for clothing sizes, but so far still figuring that out. **\*Mike will follow up with North Country Business Systems since it has been awhile since he heard back on that.** Organic category now. **\*Mike will turn the Round up box into the public comment box.** Karl - Exploring options on paper cups.

Store improvement update - Karl called around, but no new bids and got new contacts today at the 11th hour. Barrett will come in a couple weeks and rip out the cooler and fix the floor. Will do shelves after that so that there aren't more things just sitting around at the store.

Accounts Receivable - Talked to #25. Says she will start paying monthly, so hopefully there will be a payment by next month. She asked about interest forgiveness and Mike said he's like to see some payments first. Have not yet talked to #64. **\*Mike will contact and make an agreement on payment if possible. If not possible, send to RCB for collections.**

Snapshot Report - Nothing out of the ordinary. Keeping fuel tanks full because it hasn't always been possible to get an order. Karl's been doing more of the fuel lately. Word on the street is that Husky won't be back up for two years. Have to deal with other refineries. Price has gone down lately, but it costs more for delivery. Northland is going to be working on Hwy 1 going to Ely and might have up to 10 trucks a day.

Security System update - 3 informal quotes from Ed - range from \$6-8,000 - includes labor - lowest price is what Ed says is the best company. 12 cameras, 700 hours worth of video storage (NVR), can be hooked to wi-fi. Might want a battery backup so it can run for awhile if the power is out. Ed will be up at the end of June. **\*Mike will talk to N Country Biz Systems to get one more quote in the meantime.**

(Mike Leaves)

Karl - Store's short staffed right now because Nick is on vacation. Learning about fuel. The first day we talked about fuel, the refinery blew up. Low key month. Overall communication and

Employee relations seem to be improving. Working as a team. It's going to get busy now, so we need to be able to work together.

Discuss minimums for Alberts and UNFI orders going up. **\*Karl will check with the reps to see if they can make an exception for us.**

<Karl leaves>

Discuss Mike's previous review and compensation - was previously offered in Feb 2018. We said we would bump up to in 3 months with better communication with employees. Board is in agreement to do the raise - retroactive to May 2018.

<Mike comes in>

Mike - Wants Karl to go to an Excel class - talked to him about it - he's interested. Also asked Karl for feedback about Mike taking vacation - maybe a day or 2 off every week or regularly. Discuss schedule change - switching up Nick and Cheryl so both are utilizing their strengths more. Discuss personnel issues. Want to train Karl to do payroll. Communication is doing well. Karl is doing well - very busy learning things, heading up the store improvement project.

Board informs Mike of results of his review.

<Karl comes in>

Discuss moose sightings.

Discuss member communication on articles and bylaws. Copies in store. New slide on slideshow about copies. Annual meeting posters made and posted on FB. Everyone needs to share on FB and put up posters. Discuss number of active members and quorum. **\*Karl and Mike will run member list the day of the meeting so members can sign in and we can determine a quorum. \*Karl will make food for the meeting. Elaine and Wendy will handle door prizes. \*Lindsey will stop by the store to pick up the door prizes. \*Karl will compile a list of everyone who has won the monthly drawing.**

Update on Local Foods Project - Bush Foundation visiting Finland on June 20th - meeting at the store at 11am.

Board/Employee meeting will be scheduled sometime after the annual meeting.

Store improvement - AEOA answered our questions, but we still don't have lots of options. Options: 1. Accept both. 2. Accept heating system but not roof bid. 3. Accept none, with the consequences that our relationship with AEOA is screwed for future funding, and we still have to deal with all these issues, but pay for them all with the store's money. (note: #1 and #2 allow us to apply again in the future for more funds from AEOA through these programs to potentially

deal with the issues we aren't able to address at this time.) Board agrees that Option 3 is not what we want. Board wants to see existing roof loan paid off ASAP. **\*Karl will call more contractors tomorrow.** Another question for AEOA - Are we closing the door on any bids that still might come in? There is consensus that we will accept both bids pending the results of Karl's calls. If by Tuesday, June 12th, there are no contractors interested, Karl will tell AEOA to execute the bids we have.

MSP Lindsey, Honor to adjourn at 9:08pm.