

Finland Cooperative Board Meeting August 13, 2020. In person meeting. Present: Andy Gomez, Sue Rian, Julia Kloehn, Kaare Melby, Honor Schauland and Manager Karl Klinker. Not present: Beverly Nowacki

Meeting called to order at 7:03 pm.

Motion to accept July 9th meeting's minutes. Motion by Sue, seconded by Kaare, all in favor, motion passes.

Motion to accept June 11th meeting minutes. Motion by Julia, second Kaare. All in favor, motion passes.

Treasurer's report - \$580.66 in the Board account. Kaare motions, Sue seconds. All in favor motion passes.

Manager's report - Busy month since the last meeting. Record summer for the store. Fuel accounts aren't buying fuel right now because papermills aren't buying wood. Store is making money. Personnel issues and updates:

Current policy on discounts - Karl explains - it's posted in the employee breakroom. ***Karl will take a photo and send to the Board.** Board consensus on the discount - rewriting the policy to reflect - when someone gets to 20 years of service. Discuss hiring new employees. Waiting to get bids on beefing up the internet. Walk-in Freezer is great. Still waiting for final inspection from Gartner. ***Honor will work with Karl to finalize grant paperwork.**

Covid/Mask Incident - Hard to sort out. Employees are under a lot of pressure. Karl has talked to all of the folks involved. Employee has been talked to about the incident.

Discussion of Annual Meeting. CLP is doing theirs in the Lake Co. fairgrounds and broadcasting the meeting over the FM radio. ***find out how they do that.** Too soon to tell. ***Andy will contact Leslie Watson at CDS about Annual Meeting and also board training. Are we compelled to have the Annual meeting or can we postpone it until next year?** Financial reports for membership. We don't have them finalized because the company never came up to do the physical inventory (due to COVID).

Scholarships - ***Honor will contact recipients to get proof of enrollment.**

Recruiting new board members. Will wait to hear back from CDS before moving on that.

<Karl leaves at 8:07pm>

Executive session to discuss Manager's review and compensation package.

Need a policy for Manager compensation based on pay, vacation, health insurance premiums. Historical record is useful.

Bev suggested via Slack before the meeting - (a bit more than a 10% increase plus his new insurance coverage) and put together a performance plan with goals and measurables for a 6 month review with another salary adjustment. She would be willing to lead a small team to work on something of the sort if the board is interested in the concept. Julia asks what would be items on the performance plan. Hiring a new assistant manager. Want to see him beginning to think about the future of the store - capital improvement plan. Ways to move the store - the building and the business - into the future. Sue makes a motion to increase Karl's pay to a year plus insurance and put together a performance plan with goals and measurables for a 6 month review with the possibility of another salary adjustment. Andy seconds. Unanimous. Motion passes. Andy makes a motion to have this raise be effective retroactive to Karl's work anniversary in June. Sue seconds. Motion passes unanimously.

Next meeting will be September 10th at 7pm.

Kaare moves to adjourn. Sue seconds, all in favor, motion passes. Meeting adjourns at 8:43 pm.

Respectfully submitted,

Honor Schauland, Secretary