

**Finland Cooperative Board Meeting September 10, 2020. Zoom meeting. Present: Sue Rian, Honor Schauland, Beverly Nowacki, Julia Kloehn, Manager Karl Klinker, Kaare Melby joins at 7:06**

Meeting called to order at 7:01 pm.

Motion to accept August 8th meeting's minutes. Motion by Bev, seconded by Julia, all in favor, motion passes.

Treasurer's report - \$600.66 in the Board account.

Manager's report - Made it through Labor Day. Downtick in midweek days - can use the break. August was a great month for us - just over \$30,000 more ahead on net current assets especially heading into Fall. Nothing unusual. Cole was demoted right after the last meeting, seemed to go well. He walked out on Saturday of Labor Day weekend, have not had contact, he has not shown up for his other scheduled shifts. No indication that anything was out of the ordinary. Have tried to reach out, and no one seems to know.

Question from Bev on policy on no call, no show. Without contact Karl has no choice but to terminate him. He left his keys, so not concerned with security of the store.

Continue managers report - should be a busy weekend coming up. Ideas on people to hire to get staffing back up. Joann is officially retired now. Karl has a few applications, will call them and see if they are still interested. Will put an ad in the NSJ if necessary.

Question on staff morale. COVID is wearing on people but haven't heard any issues from staff. Try to make sure everyone's needs are met. New employees, we try to get the best fit for the crew we have.

Question about the parking lot - Karl hasn't gotten an answer back. Has called the state and the permit guy, not getting anywhere. Wants to just go ahead and do it but not sure what's the deal.

Question about the freezer. It's done and working well. Still waiting on Sawtooth Electric to install lights (plus outside lights). Waiting to get the bid from Roger Peterson for a roof over the HVAC and the new freezer.

Bev wants to come in next week and meet with Karl to get the lay of the land at the store.

Employee discount policy revision. Honor will send to Bev who will take a stab at it.

Discuss accounts receivable. #64 was sent to collections and there has been no word.

#25 had some limited progress.

No shares to be signed at this point.

Discussion of Annual Meeting. Andy was planning to reach out to Leslie Watson from CDS. Tabled until next time.

Scholarships - Honor reached out for proof of enrollment, and got that from one of the recipients. Honor will reach out to Twin Pines to get the disbursement and get that figured out.

Manager Review committee: Bev, Julia and Andy will meet and work on this.

Recruiting new board members. Should we put up a sign at the store? Put the application out?

Kaare needs to resign from the board. Would like to remain a resource, but doesn't have time. Next meeting will be his last.

Next meeting will be October 8th at 7pm. Probably Zoom.

Kaare moves to adjourn. Bev seconds, all in favor, motion passes. Meeting adjourns at 7:36 pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Honor Schauland". The signature is fluid and cursive, with a large initial "H" and a long, sweeping tail.

Honor Schauland, Secretary