

**FINLAND COOPERATIVE
REGULAR BOARD MEETING MINUTES
December 8, 2022**

Board members present: Andy Gomez, Sue Rian, Teresa Anderson (via zoom), Katee Ristuccia, Pete Walsh, Cory Holden, Bob Sanders.

Absent: None

Others present: Manager Jonathan Beauchane, Dan Cahill-Matthews (interested in potentially joining board!)

The meeting was called to order at 6:16 pm by President Andy.

Secretary's Report: The minutes of the previous meeting were reviewed, with motion to approve made by Pete, second by Katee. All in favor.

Treasurer's Report: Teresa reported the board account balance is \$440.66. Motion to accept the Treasurer Report by Katee, seconded by Cory. All in favor.

New Shares to approve and sign: August Schauland. A motion was made by Katee, second by Bob, to accept new share. All in favor.

Manager's Report: * Jonathan brings up his recent lowering of the gas prices and the various comments he has heard regarding it being too low! He explained that he is using the same margin as normal and that it was also Thanksgiving holiday, thinking that it would be a welcome blessing to folks. Pete suggested that perhaps there should be a tiered pricing with different price for members perhaps. Cory mentioned that he is in favor of holding to an agreed upon margin, but rather suggesting that we may need to reevaluate the margin percentages to make sure we are being equitable. After some discussion it was agreed that we continue to hold to straight margin pricing, thanking Jonathan for making the right call in this regard. * It was suggested that Co-op could start selling propane as a benefit to the community, basically buying the equipment of Maple Grove Motel now that they are no longer doing it. Employee staff are up for it, and board agrees that Jonathan should pursue further. * Danette was willing to work Thanksgiving this year, and it was noted that the store took in \$2300 in sales with about \$350 profit for the 3 hours it was open.

Katee had to leave early (6:45)

Old/New Business: * Community Christmas party to be scheduled, either 17th, 18th, or 21st depending on when Santa can make it. It was suggested that planning should be started/scheduled for October of next year to make proper preparations. * Employee Christmas party is discussed. Jonathan will talk with employees about date/time and post finding on Slack. * Accountant did get the tax issue figured out and we still owed the State of MN approximately \$4000, which was paid. * Jonathan mentions that the cleaning service costs seem a bit high so did some checking on options but ultimately was able to renegotiate and lock in a new rate that seems suitable. * The snow plowing is now being done by Jeff Tikkanen and he seems to be doing very well! Before Jeff agreed to take over plowing duties, Jonathan volunteered to do some with his own truck prior to Jeff starting and it was agreed to pay him the 3 hours he spent doing so, along with his submitted mileage for the month. A motion to pay Jonathan for mileage (\$140) and plowing (\$300) was made by Sue, seconded by Cory. All in favor. Jonathan will bring mileage paperwork to next meeting. * Jonathan has been looking into a new health plan and found good coverage that comes out at \$368/month vs. \$427/month currently. After some discussion, a motion was made by Sue, seconded by Pete to accept the new health insurance to start on January 1, 2023. * Pete gives report regarding Land/Building development mentioning that he spoke with ARDC and that they would apply for an IRRRB grant. He also spoke with Representative Stauber's office and they suggested that there are most likely federal funds available for such a longstanding business that serves the community like Co-op does. Pete will get site maps and bring to next meeting. Jonathan also found some old proposals from 2019 that previous manager Mike had solicited and brief discussion followed. Bob asks if we can change/renovate existing store one piece/section at a time in an equitable fashion? Andy brainstormed the idea of perhaps swapping sites with

Finland Fire/Rescue? After some discussion it was agreed that we need to collect all the info we can on all available sites and then hopefully go over the locations/plans with proper entities who would be able to give feasibility studies for each.

* Jonathan's Review: Andy offers on behalf of entire board that Jonathan is doing an outstanding job thus far! Sue concurs, but also brings up that he should be making sure he is available to employees, and having both employee handbooks available as well as monthly employee meetings. Jonathan mentions that he is working on the handbook currently and plans to begin monthly meetings soon. Teresa asks if employees are being reviewed? Jonathan answers "not yet" but plans to figure out proper timing based on date/year of hire. There was some discussion having to do with the inflation rate and timing of the reviews. Additionally, it was mentioned that there should be some built-in redundancy with employees cross-training so that there is back-up in case someone should fall ill or quit unexpectedly.

Board agrees to a 5% pay raise for Jonathan (current salary is \$ and new salary would be \$), along with the new health insurance plan, valued at \$ annually. Jonathan asks if he or board is responsible to hire an assistant manager. Bob reiterates that it would be manager's prerogative, but that the board should be advised for accountability sake. Andy adds that the assistant manager should be able to perform all the duties of manager, except for personnel communications. The 5% increase in salary is agreed to be retroactive back to his 6 month anniversary in October.

A motion to adjourn was made at 8:27 by Sue, seconded by Pete. All in favor.

Next regular meeting scheduled for **Thurs. Jan. 12, 2023 @ 6 PM at CNC**

Respectfully submitted,

Cory Holden, Secretary