

**Finland Cooperative Board Meeting December 9, 2021. Hybrid In-person and Zoom meeting.**

**Present: Andy Gomez, Honor Schauland, Patti Paulson, Teresa Anderson, Manager Karl Klinker**

**Absent: Katee Ristuccia, Sue Rian.**

Meeting called to order at 6:02 pm by Board President Andy Gomez.

November 18th, 2021 meeting minutes. Motion to approve by Teresa Anderson, seconded by Patti, all in favor, motion passes.

Treasurer's report - \$200.66 in the account. Teresa motions to accept the treasurer's report. Honor seconds. All in favor. Motion passes.

Shareholder comments - none at this time.

Shares to approve - There are just a few at the store to sign. Andy and Honor will stop at the store.

Manager's report - Normal - things typically slow down around Thanksgiving, but now there is snow so we are ready to have a potentially busy weekend. Business as usual. Checking is a little down, just paid a fuel bill, hardware bill last week so it shows us paying out money and things are a little slow. Smooth sailing otherwise. Closed early on tuesday - pushing a number of customers struggling to get out of the parking lot. Took Karl 15 minutes to get home. Was some unrest on Facebook but no one commented directly. Ramp was ripped off by the plow immediately. Will fix in the spring. Not much else to report.

Question about the line of credit paperwork? Signed copy of the minutes need to be brought to the Credit Union and then everyone needs to go in and sign. Bring your driver's license. Patti will bring the minutes. Andy will bring the minutes too.

Question about the agenda. Discussion about who makes the agenda and sends it out and what the secretary and treasurer's jobs are. Board members are asked to add items to the [agenda document](#) that is posted in the meeting-agenda channel on Slack and also to the meeting-agenda channel itself. Secretary will print a paper copy for the file.

Old Business: Holiday cheer at the Co-op - Paul Hartshorn will be Santa on the 21st from 11am to 2pm. Board members should stop by, and could have a big role in helping out. Patti made a Christmas tree. Santa is going to be out in the shed for COVID safety. Hot coffee and hot cider and refreshments out there and a heater. Honor can come help set up and decorate Monday morning and any time on Tuesday. Patti will ask Katee too. Karl will make a Facebook event. Patti will bring the big picture frame to take pictures.

Land Committee update: Andy has not talked to anyone. He will try to get a hold of Katy Jarvis and also Dan Spina.

Board member terms: Three year terms. Teresa has two years left. Honor, Andy and Sue were reelected this year. Katee and Patti are new. Don't want everyone's terms to come due at the same time. Something to be aware of - maybe we can address it during board training.

Board training - Patti talked to Kevin Edberg. CDS can do it - hoping to get the same trainer as last time - Leslie Watson - via Zoom. End of Feb or end of March. Timeframe? At least one or two hours or periods of time. Could also potentially do it in person.

Open spot on the board - should we go without or recruit someone? Honor will share Board application on Slack. And we can give it to interested folks.

Treasurer transfer of duties. Patti got ahold of Bev and they were set to meet but it had to be postponed because she was sick. Patti would like to make a description for the treasurer position. She looked it up on MN Council of Nonprofits website and got a basic idea to start. Would like to see officer descriptions for all officers.

New business: Patti thinks it would be nice to give a thank you card to the employees from the board to thank them for their service. Others agree. We can present a card or cards at Holiday cheer or the staff/board party. Can we give them a gift? Can we give them a bonus? There are 9 employees right now. Sue Anderson has been there 12 years, Elaine 6 years, Karl and Wendy 5 years, Kyler and Joan have been there 2 years. Natalie is new.

Patti makes a motion that the board will authorize thank yous and bonuses to employees of the Coop - 10 years of service or more \$100, 5-10 years \$75, under 5 years \$50. Teresa seconds. All in favor, motion carries. Patti will get cards. Board members who come can sign and we can pretend sign everyone else. Patti will try to get photos of the board with Santa and staff with santa.

Next regular board meeting will be January 13th at 6 pm at the Clair Nelson Center. Hybrid Zoom or in person.

Patti moves to adjourn. Teresa seconds, all in favor, motion passes. Meeting adjourns at 7 pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Honor Schauland', written in a cursive style.

Honor Schauland, Board Secretary