

Finland Cooperative Board Meeting April 14, 2022. Hybrid In-person and Zoom meeting.

Present: Teresa Anderson, Andy Gomez, Honor Schauland, Manager Karl Klinker, Assistant Manager Jonathan Beauchane, Sue Rian

Absent: Katee Ristuccia

Shareholders present: Cory Holden

Meeting called to order at 6:05 pm by Board President Andy Gomez.

March 24th, 2022 meeting minutes. Motion to approve by Teresa, seconded by Sue, all in favor, motion passes.

Treasurer's report - Katee is not present. Jonathan stopped in at the Credit Union and got the balance - \$280.66 in the account. Sue motions to accept the treasurer's report. Andy seconds. All in favor. Motion passes.

Shares to approve - some to sign. Andy reads the names aloud: Eric Bass, Kate Carpenter, Benny Isaacman, Joseph Hann, Janine Ostoff. Motion to approve these members by Sue, Seconded by Teresa, all in favor, motion passes.

Shareholder comments - Cory is just here to see what is happening. Excited to hear about the project to build a new building. Interested in what is going on. Andy invites to chime in or ask questions as the meeting goes on.

Manager's report - Karl is here to hand things over to Jonathan at this time. Concerned about continued access to the bank account since not all board members have signed. It has been difficult to keep up with paying bills with this issue. Karl also talked to Mike Coyle and referred him to the board. Karl has also been approached by other shareholders that Mike has approached as well. Just wanted the board to know.

Karl recommends board meets with the employees soon to feel out where they are at with the search for a new manager. Karl thanks the board and board members thank him for his work. Cory Holden thanks Karl for his work. Karl wishes Jonathan all the best and says he has really appreciated working with him for the last year. <Karl leaves>

Jonathan needs things for the Credit Union. He is already set up with online access and Karl is taken off the account but we need to formalize that in the minutes. All accounts at the CU are tied to the EIN number, so changing the access numbers for the board account changes access to all, which is why we lost access. ATM account, Board account, Store checking/money market/savings/line of credit/patronage rewards, 4th account is called additional checking that looks like it was made just for tax purposes. Automatic withdrawals quarterly for IRS tax payments, and also quarterly for MN Unemployment Insurance. Money transferred automatically into that account to make these payments and then otherwise the account is empty. Jonathan now has it set up to cover automatically if the line of credit is maxed out.

There was a 5th account titled Building Funds with no transactions since 2017 - when not using for over 5 years the Credit Union is forced to close those accounts. \$80 was transferred to the

checking when they shut the account down.

Cory asks about the line of credit and how that works. Jonathan explains.

When doing these changes of signers we really need to remember to use the language "ALL of the ACCOUNTS." Megan Thun is the contact for the commercial account/resolutions/minutes and Carrie Bockovich is the contact for the line of credit.

Jonathan asks about the Round-up money and needs to know where to put it. Funds should go to the Cooperative Community Fund account - **Honor will get Jonathan the account number.** Scholarships should be paid out of the CCF account from now on.

Teresa officially motions to remove Karl Klinker from all Finland Co-operative accounts at the North Shore Federal Credit Union and that the primary email address should be biz@finlandcoop.com Sue seconded, all in favor, motion carries.

Jonathan reports that MN Petroleum has not been up to fix the fuel tanks because the ground is still too frozen. Jonathan asked them to fix the broken concrete and steel around the tanks and pumps. A true upgrade would require a lot of repiping and lots of money, so we're going the cheaper route to fix it up.

Pudgy came by and talked to staff and coned off the road between the store and the post office. Last year we used the dock by the pumps. Can't do that this year, too soupy. Jonathan wonders if there is a way to deal with that - the road gets messed up by the deliveries every spring and needs to be fixed afterwards every year. Discussion about what to do, how to handle so the problem gets fixed - maybe the Co-op and township can work together. **Jonathan will go to the Township meeting to talk about the issue on Tuesday April 19th.**

Jonathan has been trained and shown almost everything at the store, he will be able to call Karl when needed if things come up. Jonathan warns the board that his grandmother is going downhill and he plans to go to the funeral in Florida but doesn't know when that will be. He has been training Danette to do the daily books so that things could function if he needs to leave suddenly.

Danette is now the Evening Supervisor (taking Wendy's position) and has been doing a great job. Right now fine with the employees that we have, but we will definitely be looking for a cashier for the summer.

Old Business:

Review current application from Omar El Baroudi. Board agrees that it is not a good fit. Discuss further advertising. Should post on the Facebook page - **Honor will do that** but wants to see if staff at the store could take over the FB page and also wants them to have the ability to do website updates. **Jonathan will ask Elaine.**

Application deadline is April 30th. We also have Jonathan's application.

Discussion about manager and board relationship and how to improve that going forward. Honor is frustrated about current situation. Teresa asks for more financial education and explanation. Jonathan asks what kind of reports would be most helpful. Comparison reports

from year to year. Yearly budget and actuals comparison would be ideal. Discuss snapshot report. With gas prices going up, accounts receivable are up, but all accounts are making payments monthly.

Table Board Evaluation discussion - board will meet at 5pm before the next regular meeting on May 12th. Jonathan will attend as well.

Land Committee updates - none at this time.

Abandoned equity project is moving but nothing specific to report. Sue talked to Bev and she is willing to help but she is out of town at the moment.

Talk about Backhaul project briefly.

Discuss correspondence from Mike Coyle. No action at this time.

New Business:

Andy extends an invitation for Cory Holden to join the board. He accepts. Honor makes a motion to accept Cory Holden to the Co-op Board to fill in one of the vacant seats. Teresa seconds. All in favor, motion carries.

Teresa makes a motion to hire Jonathan Beauchane as the Interim Manager until we are able to complete the hiring process. Sue seconded, all in favor, motion carries. Currently at \$ plus hazard pay comes to \$ /year.

Karl was making including hazard pay.

Discuss the need for a comprehensive compensation policy for managers and should write down the system with the employees and get back to doing regular reviews and raises.

Jonathan asks for \$ plus insurance. (Insurance premium is \$ /year)

<Jonathan steps out>

Discussion. Honor motions to hire Jonathan Beauchane as the Interim Manager at the rate of \$ /year plus insurance. Sue seconds. All in favor. Motion carries.

<Jonathan comes back>

Andy offers, Jonathan accepts offer.

Honor needs to let the accountant know. **Jonathan will get Honor Steve Fleace's contact info.**

Plan for a review in six months - October meeting.

Honor suggests a thank you card for Karl. Andy suggests cake at the store? **Jonathan will contact Karl about possible dates.**

Next regular board meeting will be May 12th at 6 pm at the Clair Nelson Center with a board evaluation meeting at 5pm.

Review scholarship application from Kaleb Krech. Sue motions that we award Kaleb the scholarship, Teresa seconds. All in favor, motion carries.

Sue moves to adjourn. Teresa seconds, all in favor, motion passes. Meeting adjourns at 9:27 pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Honor Schauland". The signature is written in a cursive style with a large initial "H" and "S".

Honor Schauland, Board Secretary