

**Oneota Community Co-op  
Minutes for Regular Board Meeting**

September 22, 2020

6:30 PM

Phelps Park #3

**Board Members Present:** Scott Hawthorn, Hannah Breckbill, Scott Timm, Bill Iverson, Detra Dettmann, Michelle Barness

**Board Members Absent:** Andy Sassaman

**GM Present:** David Lester

**Co-op Staff :** Kristin Evenrud

**Member/Owners Present:** Jeanine Scheffert (Board Administrative Assistant)

**1. Call to Order**

Timm called the meeting to order at 6:33 p.m.

**2. Board Learning**

None

**3. Member Comments**

None

**4. Disposition of Member Comments**

None

**5. Agenda Review**

**Motion by Hawthorn to approve agenda.** Second by Breckbill. All ayes, motion carried.

**6. Minute Approval**

**Motion by Hawthorn moved to approve minutes of the August 2020 meeting.** Second by Iverson. All ayes, motion carried.

**7. Consent Agenda**

**Motion by Hawthorn moved to approve Consent Agenda.** Second by Breckbill. All ayes, motion carried.

**8. Reports**

**8.1 GM Report**

Lester reported a strong third quarter with most departments seeing strong sales growth.

**8.2 L2: Board Staff Treatment**

**Motion by Hawthorn to approve L2: Board Staff Treatment report.** Second by Dettmann. All ayes, motion carried. Lester reported the staff survey came back with the highest ratings showing overall very high staff satisfaction.

**8.3 L3: Compensation and Benefits**

**Motion by Barness to approve L3: Compensation and Benefits report.** Second by Iverson. All ayes, motion carried. Lester reported the most improvement in scores in this area compared to past surveys.

## **9. Action Items**

None

## **10. New Business**

### **10.1 Final GM Candidate Matrix, Sub Committee, Next Steps**

The board discussed names from the membership to serve on the subcommittee to provide feedback regarding GM candidates. Planning to utilize Zoom for first interviews and complete those interviews in October. The matrix for scoring is being finished based on feedback from board members and staff. Timm will send the matrix to the board for review.

### **10.2 Member Survey**

There was discussion about using both a staff survey and member survey to help develop the matrix for GM candidate scoring. It was decided to only do a staff survey for this feedback. A brief 4-question member survey was discussed for the board and the selected GM candidate to discuss. Board members supported sending it out.

## **11. Next Meeting**

**11.1 Next meeting to be held October 27 at 5:30 p.m.** Location to be determined.

### **11.2 Reports for September meeting**

G6: Governance Investment – Dettmann

L5: Financial Conditions – GM

GM Self Evaluation - GM

## **12. Executive Session**

None

## **13. Self-Evaluations**

Done via internet

## **14. Adjourn**

**Motion by Barness to adjourn meeting.** Second by Hawthorn. All ayes, motion carried. Meeting adjourned at 7:33 p.m.