

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

October 27, 2020

5:30 PM

The Landing Market – 211 College Drive, Decorah

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

Board Members Absent: None

GM Present: David Lester

Co-op Staff: Nate Furler, Kristin Evenrud

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

1. Call to Order

Timm called the meeting to order at 5:40 p.m.

2. Board Learning

None

3. Member Comments

None

4. Disposition of Member Comments

None

5. Agenda Review

Motion by Sassaman to approve amended agenda with removal of item 10: Action Items.

Second by Hawthorn. All ayes, motion carried.

6. Consent Agenda

None

7. Minute Approval

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

8. Reports

8.1 G6: Governance Investment

Motion by Hawthorn to approve G6: Governance Investment report. Second by Sassaman. All ayes, motion carried. Dettmann reported that Governance Investment shows data from the past year where the board engaged in board learning including employee recruitment and training, looking at ends and mission statement, virtual meetings, board calendar, Humble Hands, and interview best practices.

Non-compliance was reported related to board members attending outside workshops - this was underutilized because of the pandemic and not surprising. Everything else compliant.

8.2 L5: Financial Conditions

Motion by Barness to Approve L5: Financial Conditions. Second by Hawthorn. All ayes, motion carried. Reporting compliance with this policy because compared to budget the Co-op is doing really, really well.

8.3 Treasurer's Report

Motion by Breckbill to approve Treasurer's Report. Second by Sassaman. All ayes, motion carried. In looking ahead to next year's board budget, Board discussed we could look at professional development - thinking about working with a new GM – it's more expensive to bring someone in but then can have more people to participate than if we send individuals out to training. Also discussed that we should engage in strategic planning with the new GM. Barness will continue working on the budget and bring it back in November for approval.

8.4 GM Report

Lester reported a strong third quarter with sales over budget. Lester also reported that NCG is raising our Joint Liability contribution, which is typical at time of transition with bringing in a new GM. However, he felt they were raising it too much without rationale and sent a letter of appeal. The store will be expanding hours to 8 am – 8 pm, 7 days a week.

9. New Business

9.1 Survey Update

We've received 58 survey responses to the member survey. We will let it go a couple more weeks. Timm will create a report with all responses broken down by questions and then the board can set a time to unpack and identify common threads. The Board was asked to share the survey on social media.

9.2 Election Procedures and Discussion

Hawthorn reported he has established criteria to search for possible candidates and is tasked with trying to have a contested election. Timm and Dettmann will run but so far there are no other candidates. Furler will help get something posted on Facebook.

10. Action Items

None

11. Next Meeting

11.1 Next meeting to be held November 24 at 5:30 p.m. at The Landing Market in Decorah

11.2 Reports for November meeting

- D4: Monitoring GM Performance (Barness)
- L7: Asset Protection (GM)
- Executive Session of GM Employment Contract and Performance

12. Executive Session

Motion by Breckbill to move into Executive Session. Second by Hawthorne. All ayes, motion carried. Moved to Executive Session at 6:24 p.m.

Motion by Sassaman to resume regular meeting. Second by Hawthorne. Meeting resumed at 7:30 p.m.

Motion by Hawthorne to accept the GM Search Subcommittee's recommendation to offer OCC GM position to Nate Furler. Second by Sassaman. All ayes, motion carried.

13. Self-Evaluations

Done via internet

14. Adjourn

Motion by Barness to adjourn meeting. Second by Hawthorn. All ayes, motion carried. Meeting adjourned at 7:31 p.m.