

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

September 28, 2021

6:30 PM

Held virtually via Zoom

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

Board Members Absent: None

GM Present: Nate Furler

Co-op Staff: Nikki Sanness

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

1. Call to Order

Timm called the meeting to order at 6:35 p.m.

2. Board Learning

None

3. Member Comments

None

4. Disposition of Member Comments

None

5. Agenda Review

Motion by Hawthorn to approve the agenda. Second by Dettmann. All ayes, motion carried.

6. Minutes Review

Motion by Barness to approve minutes from August 2021 Board Meeting. Second by Sassaman. All ayes, motion carried.

7. Policy Monitoring

7.1 G5: Board Committee Principles report.

Motion by Barness to approve report with correction of calendar year for the search committee efforts. Second by Dettmann. All ayes, motion carried.

7.2 Staff Treatment Report

Tabled until October meeting

7.3 L3 : Compensation and Benefits Report

Tabled until October meeting

7.4 GM Report

Furler reported on sales compared to previous year, total budgeted sales year-to-date, sales per labor hour, local sales, and staffing. He also reported the in-person NCG meeting is cancelled and will be held virtually this fall.

8. Other Board Business

8.1 Board Nomination Committee

Currently have 3 people interested in running for 3 open seats. If we cannot recruit more candidates then we will create a larger ad-hoc committee to help with this effort.

8.2 Board recruitment publicity

At the January meeting the board accepts or rejects candidates and candidate statements are published at the end of January. Ballots are mailed out March 1. Last year candidates did short videos and it garnered a good response. We need to ensure our policy reflects what we do. Policy states we post in the Scoop but makes no mention of Facebook. This is a task for the committee to work on.

9. New business

9.1 Staff Appreciation Discussion

Board discussed several ideas for showing the staff our appreciation, particularly since they have been doing so much extra since store is still short-staffed. **Motion by Iverson to approve a pro-rated \$250 / fulltime staff and \$150/parttime staff bonus, coming from Board budget.** Second by Hawthorn. All ayes, motion carried.

9.2 Strategic Planning Update

Scheduled for Sunday, October 3 from 9 am – 4 pm at the local extension office. Timm will bring snacks, board members should bring their own lunch.

10. Next Meeting

10.1 Meeting date and time

October 26, time TBD

10.2 Next meeting agenda items

- G6: Governance Investment - Dettmann
- L5: Financial Conditions (Quarterly Report) - GM
- GM Self-Evaluation due - GM
- L2, L3, tabled from September meeting – GM

- Treasurer Quarterly Report (through September) - Barness
- Nominations progress report
- Executive Session - verbal GM evaluation
- Holiday Gifts for Staff

11. Executive session

None

12. Board Meeting Self Evaluation

Complete independently via the web

13. Adjourn

Motion by Hawthorn to adjourn meeting. Second by Sassaman. All ayes, motion carried. Meeting adjourned at 7:52 p.m.