



**Board of Directors
Full Board Meeting
Monday, January 30, 2023
3:00 pm to 5:00 pm
IN PERSON
Petro Energy, LLC
920 10th Avenue North
Onalaska, WI 54650**

Agenda Item

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| I. CALL TO ORDER | 3:00 P.M to 3:05 P.M. |
| A. Welcome and Announcements | |
| B. Approve September 26, 2022, Meeting Minutes | Page 3-4 |
| II. STRATEGIC PLANNING—SETTING THE STAGE | 3:05 P.M. to 3:45 P.M. |
| A. Looking Ahead Power Point | |
| B. Potential Pay Plan Adjustments | Page 5-10 |
| III EXECUTIVE REPORTS | 3:45 P.M. to 4:15 P.M. |
| A. Executive Director Report and Connections Report | Pages 11-19 |
| B. October 2022 Financial Statements | Under Separate Cover |
| C. 2021-2022 Audit Report | Attached to Notice |
| IV. INTERNAL POLICY | 4:15 P.M. to 4:30 P.M. |
| A. Unrestricted Cash Reserves Policy | Under Separate Cover |
| V. ADJOURNMENT | 4:30 P.M. to 4:35 P.M. |
| A. Unfinished Business | |
| B. New Business | |
| C. Confirm Next Meeting Date (March 17, 2023) | |
| VI. TOUR OF Petro Energy | 4:35 P.M until done |

OFFICERS AND MEMBERS	
Doug Billings—Gerrard-Hoeschler Realtors	Past Chairperson
Heather St. Clair—Petro Energy, LLC.	Chair
Dimitar Dzikov—Coulee Bank	Vice Chair
Bradey Schleis—Organic Valley/CROPP Cooperative	Treasurer
Nick Goins—Mid City Steel, Inc.	Director
Deb Scoville—Franciscan Sisters	Director
Matt Bainter—Inland Packaging	Director
Mark Wemette—La Crosse Technical Consultants	Director
Lyn Pletta—Great Lakes Cheese	Director
Tou Yang—City Brewery	Director
Carolyn Colleen—Fierce Foundation	Director

2022-2023 MEETING SCHEDULE

Date	Time	Meeting
Friday, July 29, 2022	11:00 a.m.	Executive Committee
Monday, September 12, 2022	1:00 p.m.	Oversight Committee (Goins /Bainter/Wemette/Yang)
Monday, September 16, 2022	1:00 pm	Personnel and Comp St. Clair /Schleis/ Scoville/ Dzikov/Pletta)
Monday, September 26, 2022	3:00 p.m.	Full Board Meeting
Monday, October 17, 2022	Noon	Annual Meeting
Monday, January 30, 2023	3:00 p.m.	Full Board Meeting
Monday, March 27, 2023	3:00 p.m.	Full Board Meeting
Monday, May 15, 2023	1:00 p.m.	Personnel & Comp St. Clair /Schleis/ Scoville/ Dzikov/Pletta)
Monday, May 22, 2023	3:00 p.m.	Full Board Meeting
Monday, June 26, 2023	3:00 pm	Full Board Meeting

**Board of Directors
Full Board Meeting
Monday, September 26, 2022
3:00 p.m. – 5:00 p.m.**

I. CALL TO ORDER (3:00 pm to 3:15 pm)

A. Welcome and Announcements

Ms. Boland called the meeting to order at 3:04pm a quorum was present.

B. Approve June 13, 2022, Meeting Minutes Pages 3-4 X

Motion made (Dzikov/Goins) to accept the June 13, 2022 meeting minutes as presented. Motion carried unanimously.

C. Proposed New Board Member—Carolyn Colleen Pages 5-7 X

Discussion held. Motion made (St. Clair/Dzikov) to approve Carolyn Colleen as a board member. Motion carried unanimously.

II. OVERSIGHT COMMITTEE REPORT OUT (3:05 p.m. to 3:30 p.m.)

A. Review and Approve Recommendation None

Mr. Goins presented a review of the Oversight Committee Recommendations. Discussion held.

1. Summary Changes of Financial Manual Page 8 X

Ms. Pierce presented the summary changes of the Financial Manual. Discussion held.

2. Approve Financial Manual Updates Under Separate Cover X

Motion made (Goins/Bainter) to approve the Financial Manual updates as presented to bring to the full board. Motion carried unanimously.

3. Approve 2022-23 Continuous Improvement Plan Pages 9-17 X

Motion made (Goins/Bainter) to approve the 2022-23 Continuous Improvement Plan as presented. Motion carried unanimously.

Ms. Pierce presented the 2022-23 Continuous Improvement Plan. Discussion held.

4. Accept 2021-22 Continuous Improvement Report Under Separate Cover X

Motion made (Goins/Bainter) to accept the 2021-22 Continuous Improvement Plan as presented. Motion carried unanimously.

Ms. Pierce presented the 2021-22 Continuous Improvement Plan. Discussion held.

5. Accept 2022-23 Insurance Summary Pages 18-19 X

Motion made (Goins/Bainter) to accept the 2022-23 Insurance Summary as presented. Motion carried unanimously.

Ms. Pierce presented the Insurance Summary. Discussion held.

III. PERSONNEL AND COMP COMMITTEE REPORT OUT (3:30 p.m. to 4:00 p.m.)

A. Review and Approve Recommendation None

Ms. St. Clair presented a review of the Personnel and Compensation Committee Recommendations. Discussion held.

1. Approve Wage Band Recommendation Page 20 X

Ms. Pierce presented the Wage Band Recommendations. Discussion held.

Motion made (St. Clair/Schleis) to approve the Wage Band Recommendations as presented. Motion carried unanimously.

2. Approve One Time Increase in Mid-Year Incentive Page 21 X

Motion made (St. Clair/Schleis) to approve the one time increase in mid-year incentive as presented. Motion carried unanimously.

3. Accept Interim Organizational Chart Page 24 X

Ms. Pierce presented the interim Organizational Chart. Discussion held.

Motion made (St. Clair/Schleis) to approve the 2022-23 Continuous Improvement Plan as presented. Motion carried unanimously.

4. Accept Revised 2022-2023 Budget Pages 25-26 X

Ms. Pierce presented the revised 2022-23 Budget. Discussion held.

Motion made (St. Clair/Schleis) to accept the revised 2022-23 Budget as presented. Motion carried unanimously.

IV. REPORTS

(4:00 p.m. to 4:30 p.m)

- A. Accept Executive Director Report with Connections Report Pages 27-33 X

Ms. Pierce presented the Executive Director Report with Connections Report. Discussion held.

Motion made (Schleis/Dzikov) to accept the Executive Director Report with Connections Report as presented. Motion carried unanimously.

- B. Accept Financial Status Report - Updated June and July, 2022 Pages 34-44 X

Ms. Pierce presented the Financial Status Report. Discussion held.

Motion made (Schleis/Dzikov) to accept the Financial Status Report as presented. Motion carried unanimously.

V. INITIATIVES

(4:15 p.m. to 4:45 p.m.)

- A. Discuss Annual Meeting Planning

Ms. Pierce presented an update on the Annual Meeting plans. It will be occurring October 17th and will be held virtually.

- B. Receive update on Breakfast Forum

Ms. Pierce presented an update on the Breakfast Forum. Discussion held.

- C. Host for the January 2023 Meeting

Discussion held regarding the January 2023 Meeting, will be hybrid. Ms. Pierce will report back with a confirmed location.

VI. ADJOURNMENT

(4:45 p.m. to 5:00 p.m.)

A. Unfinished Business

None.

B. New Business

None.

C. Confirm Next Meeting Date — October 17, 2022 Annual Meeting

Meeting adjourn at 5:03pm.

Respectfully Submitted,

Anne Boland, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Anne Boland—JF Brennan Heather St. Clair—Petro Energy, LLC. Dimitar Dzikov—Coulee Bank Bradey Schleis—Organic Valley/CROPP Cooperative Nick Goins—Mid City Steel, Inc. Deb Scoville—Franciscan Sisters Matt Bainter—Inland Packaging Carolyn Colleen—Fierce Foundation	Teresa Pierce, WCI Emily Ware, WCI Gina Brown, WCI	Doug Billings—Gerrard-Hoeschler Realtors Mark Wemette—La Crosse Technical Consultants Lyn Pletta—Great Lakes Cheese Tou Yang—City Brewery