



**Board of Directors**  
**Full Board Meeting**  
**Monday, March 22, 2021**  
**2:30 pm to 5:30 pm**  
**Meeting ID: 824 3088 0176**  
**Pass Code: 313966**

Agenda Item	Action
<b>I. CALL TO ORDER</b>	<b>(2:30 P.M TO 2:35 P.M.)</b>
A. Announcement and Introduction	
B. Approve January 25, 2021 Meeting Minutes	Pages 3-4 X
<b>II. REPORTS</b>	<b>(2:35 P.M. to 3:00 P.M.)</b>
A. Executive Director Report including Performance Report.	
B. January 2021 Financial Report	
<b>III. STRATEGIC PLANNING</b>	<b>(3:00 p.m. to 5:25 p.m.)</b>
A. Welcome and Why Are We Here?	
B. Essentials and Online Tips	
C. Workforce Connections Stories	
D. Icebreaker/Team building (small groups)	
E. Brief Review of Last Strategic Plan/History	Documents under separate cover
F. Review of Recent Data and Trends	
G. SCOT Analysis – Expand and Strengthen	
H. Recommit to Current Mission and Values	
I. Discussion of Strategic Directions	
J. Wrap Up and Preview of Next Session	
<b>IV. ADJOURNMENT</b>	<b>(5:25 P.M. to 5:30 P.M.)</b>
A. Unfinished Business	
B. New Business	
C. Confirm Next Meeting Date—April 20, 2021	

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**OFFICERS AND MEMBERS**

Anna Boland—Ingersoll-Rand	Chairperson
Doug Billings—Empire	Vice Chair
Dimitar Dzikov—Coulee Bank	Treasurer
Anne Hlavacka—UW– La Crosse	Director
Bradey Schleis—Organic Valley/CROPP Cooperative	Director
Tim Vondrasek—Norwinn Company	Director
Neil Kamrowski—International Assoc. of Machinists and Aerospace Workers	Director
Nick Goins—Mid City Steel, Inc.	Director
Heather St. Clair—Petro Energy, LLC.	Director
Deb Scoville—Franciscan Sisters	Director
Matt Bainter—Ocean Spray	Director
Mark Wemette—La Crosse Technical Consultants	Director

**2020-2021 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Monday, September 14, 2020	2:00 p.m.	Oversight Committee (Goins Dzikov/Kamrowski/Bainter/Wemette/ Hlavacka)
Monday, September 21, 2020	3:00 p.m.	Full Board
*Monday, October 19, 2020	Noon	Annual Meeting
Monday, January 25, 2021	3:00 p.m.	Full Board
Monday, March 22, 2021	3:00 p.m.	Full Board
Monday, May 17, 2021	1:00 p.m.	Personnel & Compensation (Vondrastek/ /St. Clair/Schleis/Scoville)
Monday, May 24, 2021	3:00 p.m.	Full Board
Monday, June 28, 2021	3:00 p.m.	Full Board—If needed

**Board of Director's  
Full Board Meeting  
Monday, January 25, 2021  
3:00 p.m. to 5:00 pm**

**I. CALL TO ORDER (3:00 P.M. TO 3:05 PM.)**

A. Announcement and Introduction

*Ms. Boland called the meeting to order at 3:08 pm a quorum was not present. At 3:14 a quorum was present.*

Approve September 21,2020 Meeting Minutes

Pages 3-4 X

*Motion made (Billings/Hvlacka) to accept the September 21st, 2020 meeting minutes as presented. Motion carried unanimously.*

**II. REPORTS**

(3:05 p.m. to 4:00 p.m.)

A. 2019- 2020 Audit Report

Attachment

Audit was reviewed and no questions or concerns.

*Ms. Norsten presented the 2019-2020 Audit Report. Discussion held.*

*Motion made (Goins/ Billings) to accept the PY 19 no finding Audit Report. Motion carried unanimously.*

B. Financial Reports

1. 1. November 2020 Financials

Pages 5-15 X

*Ms. Norsten presented the November 2020 Financial Reports. Discussion held.*

*Motion made (Vondrasek/ Goins) to accept the November Financials as presented. Motion carried unanimously.*

2. 2020-2021 Revised Budget

Pages 16-17 X

*Ms. Norsten presented the 2020-2021 Revised Budget. Discussion held.*

*Motion made (Billings/ Vondrasek) to accept the adjusted budget as presented with the addition of a footnote regarding expected FSET expenditures. Motion carried unanimously.*

C. Organizational Report

Pages 18-24 X

1. Programs Report

*Ms. Pierce presented the Organization reports. Discussion held.*

*Motion made (Goins/ Hvlacka) to accept the Organizational Reports as presented. Motion carried unanimously.*

**III. INTERNAL PLANS**

(4:00 p.m. to 4:20 p.m.)

A. Approve Unrestricted Cash Reserve Policy

Pages 25-28 X

*Ms. Pierce presented the Unrestricted Cash Reserve Policy. Discussion held.*

Motion made (Goins/Hylacka) to accept the Unrestricted Cash Reserve Policy with the removal of category #6. Unrestricted Dollars Added to the Pay Pool and reallocating \$5,000 to category #3 Program Services and Innovation and \$5,000 to category #4 Major Equipment and/ or Technology Updates. Remove the word lobbying from the definition for #5 Executive Discretion. Motion carried unanimously.

B. Approved Extension of Emergency Sick leave

Pages 29-34

Motion made (Vondrasek/ Goins) to extend the coverage of the Emergency Paid Sick Leave and FMLA Expansion coverage to the end of March 31, 2021.

**IV. STRATEGIC PLANNING**

(4:20 p.m. to 4:55 p.m.)

A. Debrief on Information Session

*Discussion held on the Strategic Planning process and information to date.*

B. Discuss February Strategic Planning

**VI. ADJOURNMENT**

(4:55 p.m. to 5:00 p.m.)

A. Unfinished Business

*None*

B. New Business

*None*

C. Confirm Next Meeting Date

a. Strategic Planning session 8:00 am to Noon on February 17,2021

*Motion made (Billings/ Vondrasek) for meeting to adjourn at 4:50pm.*

Respectfully Submitted,

Ann Boland, Chair

**Attendance**

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Boland, Ingersoll-Rand Doug Billings, Empire Tim Vondrasek, Norwinn Company Nick Goins, Mid City Steel, Inc Deb Scoville, Franciscan Sisters Anne Hlavacka, UW- La Crosse Matt Bainter, Ocean Spray	Teresa Pierce, WCI Kelly Norsten, WCI Stacy Shapiro, Shapiro Strategies	Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers Mark Wemette, La Crosse Technical Consultants Dimitar Dzikov, Coulee Bank Bradey Schleis, Organic Valley Heather St. Clair, Petro Energy, LLC