

Winona ORC Industries
Board of Directors
Minutes of March 26, 2012 Meeting
5:00 P.M.

Directors Present: Dave Adank, Don Schneider, Maggie Modjeski, Ron Wenzel, Chad Anderson, Jim Yenish, Jim Pomeroy and Executive Director Judie Foster-Lupkin.

Directors Absent: Crystal Hiatt, Ann Nelson, Laurel Mohan, Kevin O'Reilly, and Blaine Krough.

Guest Present: Robert Peterson.

1. Review of Agenda. By consensus the Board approved the agenda as presented.
2. Introductions: Board members and guest Robert Peterson introduced themselves and each provided a brief history of their background.
3. Review and Approval of Minutes: It was moved by D. Schneider, and seconded by R. Wenzel to approve the minutes of the February 17, 2012, as presented. The motion carried with all voting aye.
4. Finance Committee – Review and Approval of Financials: Chad Anderson reported regarding the financials for the month of February 2012. He noted net income of \$10,999 with year to date net income of \$13,706. He reported that the financials were pretty much in lines and that nothing in particular stood out. By consensus the Board acknowledged the financials as presented.
5. Executive Director's Report: J. Foster-Lupkin reported that the POP Report, which is required by CARF as well as various funding agencies, has been completed and will be sent to the parties of interest. She reported the Dennis Cleveland has been and will continue making fundraising calls for the proposed WORC Laundry and that we should be able to determine when to proceed with preliminary activities, to include architectural serviced by the end of April of this year. She also reported that we will have to be looking at the purchase of a new accounting an operational software system within the next three years and the current vendor will be longer be available after that time. She noted that the current vendor will also be raising prices substantially during this interim period. Judie also reported that she and select staff attended a two day seminar regarding sub-minimum wage training. She noted as well that six staff members will have to be reclassified from exempt to non-exempt without out any significant issues related to compensation.

6. Committee Reports:

Personnel Committee: J. Pomeroy distributed copies of the Personnel Committee minutes for the March 10, 2012, meeting. He spoke briefly regarding the report which is on file.

Sales and Business Development Committee: J. Yenish noted that production floor sales were down but that costs were well contained. He reported that community based employment is going very well. He added that new quotes are going out to pick up additional work, including shredding.

Fundraising Committee: C. Anderson noted that the next fundraising event is the golf event and the focus will now move to that event. He reported that the Spelling Bee event just completed did raise about \$1,800 for WORC. He speculated that the Board may want to consider a new event in the future to replace the spelling bee, as the spelling bee appears to have run its course.

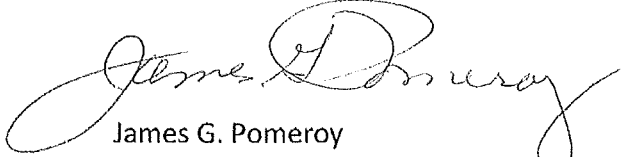
Program Management Committee: J. Foster-Lupkin advised that she is looking into increasing the current DTH licensing maximum from 42 clients to a higher number, which would be beneficial to the organization and create more flexibility.

Laundry Committee: J. Foster-Lupkin reported that \$498,000 in cash from pledges has been received. She noted that Dennis Cleveland will continue making fund raising calls and that we should have a better understanding of the fundraising efforts in about 30 days. She indicated that if all goes well it may be possible to have the laundry up and operating in 2013.

7. Old Business: Mr. Yenish reviewed the findings of the Antioch School of Business Board Self Assessment Survey that was completed by Board Members since the last meeting. Based upon the completed surveys he listed the ten strengths and weaknesses of as specified by the responses of the Board. Given that several members have not yet completed the survey, the results presented were determined to be preliminary in nature. Mr. Yenish indicated that he would resubmit the request to complete surveys to those that have not yet completed it and further tabulate the results for an upcoming meeting. General discussion ensued regarding which strengths and weaknesses to put our efforts behind. It was noted that several of the weaknesses identified could be easily handled by virtue of policy changes or modification of procedures.
8. New Business: After brief positive a motion was made by R. Wenzel and seconded by C. Anderson to appoint Mr. Robert Peterson to the Board of Directors. Peterson spoke briefly regarding his daughter, a WORC client, and the positive developmental aspects of the organization and his daughter's individual development. Upon being put, the motion carried with all voting aye.

9. Adjournment: The time being 6:26 p.m., and there being no further business to consider at this meeting, D. Schneider moved to adjourn the meeting. Motion was seconded by C. Anderson and carried with all voting aye. Thereupon the meeting was adjourned.

Respectfully Submitted,



James G. Pomeroy
Vice President – Substitute Secretary