

- A. Call to Order/Roll Call** Jason Price, Mark Bromley, Rick Kent, Mike Bjork, Katie Clark, Abby Miller, Chris Thomson, Rick Kinsey, Jeff Ofsdahl, Jonny Waara, Paul Schuytema, Erika Sauter, Leeann Kirkpatrick
- B. Visitor Comments**
- C. Additions to Agenda & Agenda Approval**
- a. Motion: Abby 2nd: Mark Pass: Unanimous
- D. Mission/Vision Statement**
- E. Review and Approval of Minutes of Previous Meetings**
- a. October 5, 2019 (Action Item)
- i. Motion: Mark 2nd: Katie Pass: Unanimous
- F. Financial Report**
- a. Financial Reports - No surprises or red flags to discuss
- b. Q4 Budget Amendment (Action Item) - Several changes were needed to adjust for the loss of the county money in July. Additional various adjustments were also made to compensate for adjusted outlooks and actuals.
- i. Motion: Mark 2nd: Mike Pass: Unanimous
- G. Events**
- a. Business After Hours, Paint River Landing, Recap - About 88 people in attendance. Two local businesses pledged amounts to the ICECA publicly.
- b. Economic Summit, Recap - There were 67 attendees at the Summit - 25 businesses represented. The event had a very positive and obvious energy. The speakers and business panel did a great job. About 1/3 of attendees were new.
- c. Business After Hours, Iron River VFW, November 7 - BAH this evening at VFW.
- d. Small Business Saturday, November 30 - Posters have been distributed in Iron River and will be distributed in Crystal Falls on Tuesday. The hospitality stations this year will be at Tasty Rex in Crystal Falls and Delightful Desserts in Iron River. Small Business Saturday will be on Saturday, November 30.
- e. Christmas in Lights, December 7 - Plans coming along well. WIKB will once again offer limited interruption music from 5p-8p during the event. The Windsor Center will have their annual vendor show. Crystal Christmas will be held the following weekend hosted by the CFBA.
- H. Chamber Director Update** - Erika updated the board (see CD Report)
- I. Discussion Items**

- a. Parental Leave Policy (Action Item) - This item was tabled last month; please review October 2019 minutes for explanation.
 - i. Motion: Rick Kinsey 2nd: Jeff
 - 1. Aye: 9 Nay: 1 Pass: Yes
- b. January BoT Meeting Date - January 9th Instead of 2nd (Action Item) - Motion to change January meeting date to January 9 from January 2. Location and time to remain the same.
 - i. Motion: Mike 2nd: Jeff Pass: Unanimous
- c. Future Financial Sustainability - Lengthy discussion took place regarding future finances. Paul presented two options for the board to discuss and base a decision on. He also discussed other options that would not currently solve our funding issue as well as the consequences of each option.
 - i. Motion made to recover costs from primarily private sources for short term (FY 2020) funding. Additional discussion is to take place for long term (beyond FY 2020) funding.
 - 1. Motion: Rick Kinsey 2nd: Jeff
 - a. Aye: 8 Nay: 2 Pass: Yes

J. Executive Director Update- Paul updated the board (see ED Report)

K. Trustee Comments

L. Adjourn 9:49a

- a. Motion: Jeff 2nd: Mike Pass: Unanimous

Next Meeting: December 5, 2019 | 8:00 am | Location: Young's