

**Kewaunee Health and Fitness, Inc.**  
**Board of Directors**  
**January 8, 2020**

The regularly scheduled meeting of the corporation's board of directors was called to order at approximately 6:15 p.m. on January 8, 2020 at the Fitness Center. A quorum was present. The minutes of the December 4, 2019 meeting were reviewed by the directors and upon a motion made and duly seconded the minutes were unanimously approved.

The President reported on correspondence received by the corporation relative to requests for donations and assistance. After discussion it was the consensus of the directors to provide St Paul Lutheran Church and School for a complimentary three-month family membership for their event and to initiate contact with the Ahnapee Area Apprenticeship Program for possible future cooperative efforts.

The results of the WPS Energy Audit were discussed. It was the consensus of the directors that focus be placed upon achieving controllable and zoned heating and cooling. It was noted that the first step would be in determining whether such changes would work with existing equipment or require more extensive investment in the HVAC installed plant.

The results of year-end fundraising efforts were reviewed. The Giving Tuesday effort via Facebook brought in \$7,625 while grants from the Nicolet Bank foundation, \$1,000, and the Jean Smith Estate, \$7,000, were gratefully acknowledged.

Looking forward, the third presentation of the Aging Mastery Program was announced for April in Luxemburg. The program, which will exhaust the grant funds previously provided, will be in conjunction and partnership with University of Wisconsin Extension. Also, the discussions with the Greater Green Bay Community Foundation were noted with the opportunity both for consultant recommendations and capacity building grants.

The directors gave considerable attention to the challenge of retaining new swimming instructors. It was agreed to schedule in person interviews with those who had expressed interest to date and to continue to use creative ways of contacting other potential instructors, including those requiring certification and training.

The directors discussed the question of staff wages. It was agreed that the current wage structure was both inconsistent and inadequate. However, the need to balance changes with the fiscal capacity of the corporation was given considerable weight. After considerable discussion, upon a motion duly made and unanimously approved an increase of \$3,400 annually to the wage pool was agreed to.

Final measures for the upcoming Cabin Fever event to be held at Heritage Farm were reviewed. Attention would be given to appropriate advertising and event signage. Kathy Neumaier agreed to coordinate efforts ahead of the event.

Discussion proceeded to the need for further coordination, most likely through committees to be established, for the related tasks of event planning and fundraising. It was agreed that further progress on these efforts would be woven into the strategic planning process.

Before addressing strategic planning, the board received the manager's report. Items noted included the installation of new faucets and showerheads and possible participation in the annual KHS football card promotion.

Lastly, the directors engaged in extensive discussions of the learnings from the strategic planning retreat held in December. Emphasis was placed upon the need to further refine the image of the corporation and to the challenge of establishing the center as a community focal point for fitness and wellness for all ages and simply not a place to "work out." The importance of member communication, via social media and other more direct means, was noted. The likely need for consultative assistance in this regard, coupled with membership growth and fundraising, was a point of emphasis and consensus with the directors.

There being no further business to come before the directors upon a motion duly made and seconded the meeting was adjourned at approximately 8:15 p.m. The directors' next regular meeting shall be Wednesday, February 5, 2020 at 6:00 p.m. at the Fitness Center.

Respectfully submitted,

Arthur Schiller  
Secretary