

EAST BETHEL CITY COUNCIL MEETING

APRIL 27, 2016

The East Bethel City Council met on April 27, 2016, at 7:00 p.m. for the special City Council meeting at City Hall.

MEMBERS PRESENT: Steve Voss Ron Koller Tim Harrington
Brian Mundle Tom Ronning

ALSO PRESENT: Jack Davis, City Administrator
Colleen Winter, Community Development Director

1.0 Call to Order The April 27, 2016, City Council special meeting was called to order by Mayor Voss at 7:00 p.m.

2.0 Adopt Agenda **Harrington stated I'll make a motion to adopt tonight's agenda. Koller stated I'll second.** Voss asked any discussion? All in favor say aye? **All in favor.** Voss asked any opposed? That motion passes. **Motion passes unanimously.**

3.0 Introductions Voss stated thank you everyone for being here tonight. This is our Special Meeting. We'll be presented results of the Business Retention & Expansion (BR&E) Program. A few introductions. Someone who we've been seeing quite often lately, our County Commissioner Julie Braastad's here. Thank you for being here. I think many of the people in this room are familiar with the Program. Many of the Councilmembers have been involved from an observation standpoint, some a little more involved than others. But, in terms of, I think, three folks that we want to introduce before we go with the presentation, first is Bruce Saylor from Connexus Energy. Connexus was actually kind of the catalyst in some respects in getting this program going with the grant that was provided from Connexus Energy. City Council and everyone appreciates that. Thank you for that.

Voss stated Brad Slawson, who is the current President of the East Bethel Chamber of Commerce. Brad is a more recent President, but the Chamber of Commerce, as a whole, has been a great supporter of this and, again the catalyst.

Voss stated then Doug Welter who was a Team Chairman for BR&E. A lot of people put a lot of time into this program. A lot of people did. But, with any program, it usually takes that one leader to take all the 'hits' and be the one that is the cheerleader and makes sure everyone keeps going. So Doug, we thank you for that. With that, we'll turn it over to Doug.

4.0 Business Retention & Expansion Commencement Doug Welter, President of East Bethel Chamber of Commerce, stated thank you. So what the plan is tonight, is I'm going to give you an overview of how we got to where we are today and then we have three projects that we've started for East Bethel and we'll have a member of each of those project teams give you more detail about each project and what we're planning to do. If you have questions while we go, ask. If you want to wait until later, there's kind of two objectives. When I do training meetings I always have two basic objectives and I'm going to try to do those tonight too so when we get all done with the meeting and the refreshments afterwards, you should leave confused and over fed. So that's what we're shooting for. So if I don't get there, make sure you tell me.

4.0 Business Welter stated this whole process, if it's going to work, there'll be a short pause here. Sorry for the delay. Okay, and Mayor Voss good job of thanking everyone already so I won't go through it again but it really has been a lot of people providing a lot of support both

financially and time and energy to make this project go. Really, want to thank everyone's support on this. The goals of this Program, now this is a Program that was designed by the University of Minnesota, and they helped us with the implementation. The goals for this Program are to demonstrate to local businesses that they're appreciated, to help existing businesses solve problems, to assist the businesses in using and finding programs that can help them become more competitive, to develop strategic plans for long-range activities around business retention and expansion, and then build capacity within the community to sustain growth.

Welter stated so for us it was a little simpler than that. We just wanted to find ways to help local businesses be more successful. That's our main goal. Now this kind of gives you an idea of all the big steps in the process. And, that red arrow shows you where we are tonight. We're on the commencement phase. That means we have gone through all the analysis and we have picked projects and we're ready to start. So, this is an announcement to the community of what projects we're starting. But there's still a ways to go. We've got to actually get the projects done now.

Welter stated this is the timeline. About this time last year, in March, the project was approved. The big steps, we've got a Leadership Team formed, then we got a task force. We needed people and interviewers because we needed people to help us with the process of interviewing local businesses to find out what needs they had, what concerns they had, how things were going for them now. Then in October, September-October, we actually conducted interviews with 43 businesses within East Bethel and then we gave all those results, the raw data, to the University and the University did data analysis and interpretation of all of those interviews and all that data. In December, we had a meeting at the University of Minnesota with our Leadership Team, part of the Task Force, and experts from a lot of different agencies to help us interpret the data. Then we had a meeting to actually select projects based on that data. That bring us to tonight.

Welter stated so this is the Leadership Team. Adeel was our advisor from the University of Minnesota, Cathy Beason from The Pines Craft Retreat, Sharon Johnson from Minnesota Fresh Farms, Bruce Sayler from Connexus Energy, myself, and Colleen Winter from East Bethel was the Leadership Team. Task Force, I won't read you all the names but take a look at them. Most of those people are in the room. They have been very involved from the beginning of the interviews through the project selection in making this project a success. And, I'm going to tell you this right now so I don't forget, the University prepared a final report that has all this information in it and when we go next door for coffee and dessert, you can get a copy of that report and take it with you. So, you don't have to remember everything.

Welter stated so I mentioned the meeting at the University. It was what the Program calls the Campus Review Meeting. They brought in experts from the University, State agencies, County agencies, and not only did they help us interpret the data from the surveys, they gave us information about how our data compared to other communities. They gave us information on employment and hiring practices, challenges other communities have had. They did all of those things and then we got in groups and generated suggestions on how East Bethel might want to approach addressing some of the problems, or some of the challenges that the businesses were facing.

suggestions back, and they worked through finalizing a report very specifically for East Bethel based on that meeting.

Welter stated that brought us to this event, in early March, the Task Force Retreat. So, we brought our Task Force together with our Leadership Team, some of the City Councilmembers were there watching what was going on, the University advisers were there. What we did is reviewed all the data and we reviewed the report they gave us, which listed what they called Emerging Strategies. In other words, issues that were specific to East Bethel and some recommendations on how we might want to approach trying to solve those. But, this is like they give you the whole catalogue, now you get to pick what you want to focus on out of that. So we spent the night working on that and we identified three projects that we were going to undertake for East Bethel. We okay so far? Okay.

Welter stated here's the four strategies that emerged from the University's data. The first one was called Improving Business Retention & Expansion Through Business Assistance. The second was Upgrading Telecommunications Broadband Services. The third was Improve Livability Conditions and Conditions for Doing Business Within East Bethel. And the fourth was Improve Communications between City Entities and Businesses.

Welter stated each of those were supported by facts and data that came out of all of the surveys and research. For example, under Business Assistance, here's some of the things that generated Business Assistance as a strategy to pursue: 52% of the businesses that were interviewed did not have a written business plan; 53% of the businesses said, 'Yes, we're going to have training needs during the next year;' and then there was a whole group of businesses that said, 'Yes, we have problems recruiting and retaining employees;' and, 23% cited that inadequate labor skills were their biggest single issue. Kind of the kicker to the whole thing is 42% of the businesses said they were planning to expand.

Welter stated well, if they've got challenges already and they're planning an expansion, those challenges are going to become more significant. So that's why Business Assistance came out as one strategy that East Bethel should consider pursuing.

Welter stated here's some of the suggestions that they came up with on projects we could use to address that. I won't read them all to you but take a look at them. So this is what the Campus Review Meeting, suggestions generated there, this is what we got from that. So we looked at that and we evaluated which ones we thought we would want to pursue. Any specific questions on any of those? Okay.

Welter stated the second big area for focus was Telecommunications. The reason that Telecommunications was high is a number of, well this is the first, it was the single biggest reason given by any business for considering relocating or downsizing, was inadequate telecommunications. So that was, it was a big issue there. And, they came up with some projects for us that we could consider: developing a task force, mapping coverage, and other things. So we looked through those as well to say, 'Okay, which of these makes sense to us.'

Welter stated the third strategy was Livability and Conditions for Doing Business Within East Bethel. The reason this one came up is that you can see from that chart, the yellow is telling us how the businesses interviewed felt about East Bethel as a place to be. You can see it's pretty positive. But when you rank it against how they felt as a place to do business, the scores were lower. A feeling on that was if you improve it as a place to do business,

you're probably going to improve it as a place to live as well. So that's one of the big reasons that one came up.

Welter stated this was an interesting one that came out of, I think it was the DEED, I can't remember what that stands for, sorry. But Telecommuting Patterns. Of all the people that live in East Bethel work, 6,800 leave East Bethel to go to work. 214 that live in East Bethel actually work in East Bethel. Then 736 that live outside East Bethel come into East Bethel to work. So, there's a lot of potential employees that live in East Bethel are not working in East Bethel so it gives us an opportunity to create more jobs in East Bethel or make more people aware of the jobs that are available in East Bethel.

Welter stated so this is some of the things that they came up with as possible high-level projects we should consider. Again, the Task Force at that meeting, we reviewed all of these again to see what would make the most sense to us.

Welter stated the last one was Improve Communication. It came out in the survey, there were a few high importance points that came out. When the businesses rated the budget process, the financial management process and setting spending priorities, the rankings came up as very important issues but businesses were generally not very satisfied with the process. That seemed to link mostly to communication. They made comments about wanting more transparency in the planning and budgeting processes.

Welter stated the last bullet, I thought, was really interesting. Compared to other communities, because this BR&E process has been run in about 60 other cities in Minnesota. We scored much higher as far as rating these factors of local government financial management very important, than other cities did. So East Bethel is very concerned, feels that those are very important issues compared to other Minnesota cities. I thought that was really interesting. This, again, was some of the things they suggested that we look into as high-level projects.

Welter stated so we had four strategies presented to us along with some suggested projects, some reasons that those strategies were presented to us. So we went through all of those. Then we had a couple of additional factors we considered. This one reinforces the fact that 42% of the businesses said they were expanding at their present location but an additional 12 said they were going to be expanding at another location. So actually, the expansion rate on businesses was over 50%. That's one of the factors that weighed heavily in our decision on what projects we should take for East Bethel.

Welter stated and the second one was this chart, which was our favorite chart in the entire presentation that was given to us by the University of Minnesota. So what this chart is, very simply, is all of the businesses were asked to rate factors of doing business in East Bethel. And they rated them on two scales on two different questions. So on the vertical scale, they rated how satisfied they were with something. On the horizontal scale, they rated how important that particular element was. So, that gives us four quadrants.

Welter stated if you start at the bottom left, low importance and low satisfaction. The recommendation on anything in that quadrant is just 'watch it.' People aren't very satisfied with it but it's also not very important so don't spend much time on it but keep it on your radar. If you go up to the upper left quadrant, this is where you have high satisfaction but low importance so you don't do anything with that because people are already very happy with it. It's not all that important, don't spend any more time on it, it's great. Now move

across to the upper right, these are things that were rated as very important and also very high satisfaction. So these are the things that we should be really happy about as a community. This is the things that not only are really important, but we do them very well. Which, takes us to the last quadrant on the bottom right, which is where all our attention gets focused because these are the things that are very important but are generally low satisfaction. What you'll see from the teams is this chart drove most of our decisions on which specific projects we were going to take on for East Bethel. Any questions on the chart? Can I make that any clearer for you, or any more confusing to accomplish my goal of confusion? Okay.

Welter stated so here's the three projects that we selected. We have a project dealing with telecommunications or broadband, which has been designated Connect 17. We have a project on Improving Communications. And we have a project that was originally called the Recruitment Project but we felt that terminology was a little too narrow so we expanded it to call it EastBethelJobs.com because we now have that as a domain name for a website that's going to be launched for East Bethel jobs. So with that, I'll turn it over to Colleen to talk about Connect 17.

Connect 17

Winter stated so one of the initiatives that we talked about was broadband. We heard from a lot of businesses that was a concern on several levels. The definition really of broadband, broadband can mean things to many people but really, it refers to telecommunication where wide bands of frequency are available so that you can transmit data in several forms, internet, wireless, however you do it. But it's something that's critical to businesses, especially up and down the corridor.

Winter stated a majority of our businesses that we interviewed were in the corridor. We also interviewed businesses that were outside the corridor. And it seemed to be that this was something that was indicated by those businesses. I should also note that this is not just an issue for the business community. It is also an issue that we have heard from the residents. In fact, at the last Town Hall Meeting, there were representatives there from Mid-Continent that were talking about the maps that they have and what they have available for the City of East Bethel.

Winter stated so the phase that we looked at was we need to focus on what we can do in the corridor for our business community and then expand beyond that to see what we can do for the residents. Because whatever model we put in place, the information we're gathering is going to be the same. So the idea is that same information can also transfer to the residents as well.

Winter stated I think it's also important to note that the FCC just actually changed the definition of 'broadband.' It used to be what they called 4 megabytes per second was broadband. Now they're saying the download speeds have to be 25 megabytes per second and the upload speeds have to be 3 megabytes per second. So it's something that at a Federal level and a State level they certainly talk about a lot.

Winter stated so the Project Team, and by the way, Connect 17, that was all Dan Butler so we'll give him all the kudos for that one. His idea was that we're going to have our businesses all connected in 2017 so hence the name.

Connect 17

Winter stated the Project Team was Brian Bezanson, Dan Butler, Randy Chumley, Mark

Koplin, he is with Connexus Energy, he's an IT person with them, Wes Maack, Brian Mundle, Bryan Rogers, Eric Schmoll, and myself. We also actually have a representative from Mid-Continent that will be at our next meeting as well. And if anybody in this room wants to join our group, we're always interested in having additional members.

Winter stated so what Doug talked about before was that take action, low satisfaction, and high importance. So, clearly, you can see telecommunication costs were an issue. The reliability of it and then the speed. So it was kind of that triple whammy that we have issues kind of on all levels when it comes to telecommunications. And, it's really hit or miss because some businesses say, you know, 'This is fine.' Other businesses will tell you, and Wes can talk about that a little bit too is, 'Yes, we now have really good broadband but we had to pay a lot to get that in place' type of thing.

Winter stated the goal of the Connect 17 is to increase broadband reliability and availability Citywide. One of the strategies we came up with was to utilize consultants, providers, and/or agencies to build expertise and formulate options. The idea is that we have two providers, Mid-Continent is actually a provider, and then Century Link is DSL, which by definition doesn't mean it doesn't meet what a broadband capability is. It's just a different way to convey it. Those are the two providers. In addition, what we're discovering is there's many other folks that are kind of getting into that arena as well. So it's really to try and identify who those providers are and the agencies.

Winter stated for example, Doug had alluded to, when he said before this is from DEED. DEED stands for the Department of Employment and Economic Development. Within the Department of Employment and Economic Development, there is a broadband initiative. There's actually an office of broadband support. So, it's kind of tapping into those resources to figure out what they can do to help us. Again, it's identifying those local providers who are the stakeholders. In this case, the State of Minnesota, the City, whoever. Determine if consultant services are needed to conduct a broadband study. And, I think as a group we kind of have to explore that a lot more. I don't want, I think that we may be able to bring enough folks to the table and through our resources with DEED, be able to figure out what initiatives or what we can do to identify how to deal with this issue.

Winter stated how it works, education. What that really means is we kind of use the term 'broadband' very loosely but what does it really mean and what can businesses do to help increase broadband speeds for themselves. So it's partially educating the community on what's actually out there. And then, of course, we would identify project benchmarks. Meaning we would have times during this process that, you know, 'this was done, this was done.'

Winter stated that's really as far as we got. Again, this just started. This is our commencement meeting so the Connect 17 group, I think we've met three times. We had a speaker come in. But three different times and it's a work in progress but we feel this is something, obviously, it's very important and that is where we are at. Anybody have questions of myself? Or anybody else that's in the audience?

An unidentified audience member stated just a really brief comment. I've done some networking down in Century College. Scott Anderson was the director that I worked with and he designed that system. It's the first Cat 6 system that actually runs at 10 gig and it's a great resource. They've done a lot of the consulting stuff for the university and some of the bigger companies around. It's simple little things like the broadband versus DLS, which is a

dedicated service line that runs on a twisted pair Cat 5 cables. (*inaudible off mic comments*) So like the telephone company versus the regular coaxial cable, which is through the existing infrastructure. That's a shared medium so the more subscribers you have on that, it starts slowing down. But I have a pile of the actual guidelines and books if you want.

Winter stated absolutely. We'd love any help we can get, any information that you would have we'd be welcome to. The audience member stated (*inaudible*) textbook on it. Winter stated excellent, very good. Anyone else? If not, I'm actually going to turn it over to Brad at this time. Brad is going to get into the communication side.

Improving Communications

Brad Slawson, President of East Bethel Chamber of Commerce, stated thank you Colleen. Well, the Mayor did a great job of thanking some people involved but on behalf of the Chamber, I for sure want to thank Doug once again. He's been the 'quarterback' of the whole BR&E, been the boots on the ground, making sure we're all timely getting our reports turned in, having our committee meetings, and he's done a great job. So on behalf of the Chamber, I want to thank Doug again for his job well done thus far.

Slawson stated so tonight, as we've seen in prior slides, communication's a very important topic in a lot of arenas, not just between the Council and businesses but also the Council and residents and what have it. I'm sure there are challenges that we see with our employees, with our friends, with our neighbors. There's lots of ways to achieve these goals. We felt, as a Committee, that better communications between the Council and the businesses will shore the gap up of some of the high importance issues that we seen on a prior chart.

Slawson stated businesses that are involved in the Chamber and come to Chamber meetings, we felt and heard from them very clear that they were very satisfied about being informed from the Council. So our objective is to raise the level of involvement in the Chamber, raise our numbers in the Chamber of businesses, and in turn, that will improve the communications between the City and the business owners.

Slawson stated so we have a few slides here to go through that. Here's our team, Paula, myself, Jill Hoffman, Ruth, Kathy, Tim sat through an hour of the meeting as well. Thank you Tim for that. This is the same chart, it looks like we have a John Madden little circle up here on the program, as you see, it's to the far right, which means it's very important. It's not across this line where they're satisfied. So we believe, with proper communication from the Council, proper communication to the Chamber, will in turn make this process a little bit better. So, this is the chart that we used a lot. It kind of identifies a problem.

Slawson stated Steven Covey is an expert in the field of research and communication and he has done some research, as you'll see here on some slides, of thousands of employees about what would be the impact if you as an employee if you didn't have proper communication with your employer. He took the study and turned it into, transposed it into a soccer team. So if communication lacked between your coach and players, here's what would happen in this study. Four of 11 would know which goal was theirs. So you'd have players on your own team trying to score on your own goal. Two of 11 would care so the amount of involvement just isn't there, poor attendance, what have it. Two of 11 would know their position and what to do. So again, he's taking the study of thousands of employees and turned it into a soccer team, what would happen if we had poor communication. Nine of 11 would be competing against their own team. I'm sure we've all seen that where proper communication can fix these.

Improving

Slawson stated so it's a universal challenge. I'm assuming the Council has these challenges with residents. The Chamber has these challenges with bringing on new businesses, and clearly, as the charts showed, there is a communication gap between what is happening with the Council and how it's getting out to the business owners.

Slawson stated as we set some goals to improve communications between the Council and business owners of East Bethel and strategies to build partnership between the Chamber of Commerce and the (*inaudible*) has a method of focusing on communications. We will tell you that people that are on the Committee don't share this common problem that they feel they're misinformed but we see the problem.

Slawson stated we want to find ways to fix it so we identified a few bullet points of what we can do. We can meet with non-Chamber business owners. We can have at least one person from the Chamber of Commerce attend all of the Council meetings. We have a process that we're working on currently with Colleen and the Chamber of Commerce. A process for new companies coming into East Bethel and how we can meet with them in advance and give them a pamphlet from the Chamber and benefits of being involved in the Chamber. We can post minutes of the Chamber meetings on line. The Sunrise Breakfast Meeting, which we just had last week, they're always well attended from both Chamber businesses and non-Chamber. They seem, if it's the right time, right location, but it seems that they're usually well attended. We can use that as a tool to help with communications and grow our Chamber of Commerce. There is a Chamber of Commerce in the State called the MN Chamber of Commerce and we're going to be exploring joining that to help improve communications as well. Meet with BR&E interviewed business owners. All of the studies on the charts that we have seen came from business owners that opened their doors for us to answer questions. It was about an eight-page document and a number of those businesses were not in the Chamber of Commerce. That's why we felt if they were in the Chamber, we think the communications would be really improved. Any questions on communications?

Slawson stated so our goals are to grow the Chamber of Commerce to help with the businesses' and the Council's communication, which we think in turn, will help with the community and make sure everyone's on the same page. Questions? Okay, Jodi is up.

East Bethel
Jobs.com

Jodi Milbradt, Employer Solutions Group, stated good evening. So we're going to talk a little bit about the employers and recruiting for jobs in East Bethel because that was one of the issues that we talked about that came up. Our team is myself, Jodi Milbradt, Paul Johnson, Sharon Johnson, Julie Lux, Bruce Sayler, and Doug Welter. If you want to join our team, you are more than welcome.

Milbradt stated these are the things that came up to be as issues that we want to work on: inadequate labor skills, competition for employees, and workers not to commute. So, those are the top three that we picked to look at and find some resolution for. EastBethelJobs.com is our title and our vision is to differentiate the community of East Bethel as a great place to live and work. Our goal is to provide resources to East Bethel businesses to aid in the identification, selection, and retention of employees. Our strategy is to promote business opportunities, to build partnerships with local businesses and educational institutions, and provide potential employees with tools to find and assist employment opportunities.

Milbradt stated some of the activities we came up with to meet these goals would be to, and they're just objections, we can expand on those more if there's other options or objectives that come up, but these are our goals. Really, the partnership to schools is to open up opportunities to work with an area educational institution and to bring value to the school and to the local businesses as well. We want to do that by the apprenticeship program, develop connections with supporting industries through customized training and apprenticeships. Do some on-the-job training. Local job fairs and career fairs. We want some community events to help promote the East Bethel jobs that are available with the local businesses, and just skill training. Working with the educational institutions or businesses in developing skill sets. Maybe its construction, maybe its welding, maybe its IT, but something that can help them with their skills but also with personal skills such as interviewing skills so they can go out and feel equipped to take on jobs.

Milbradt stated consolidating job postings. We have been very fortunately blessed with some money donated for the EastBethelJobs.com. We have purchased the domain as of yesterday and we will be looking to consolidate all the jobs within East Bethel business owners and then they can post their jobs that are open. Then the individuals looking for jobs in the area will go to one location, EastBethelJobs.com, to find out what is available. We're looking probably at putting a link on the East Bethel Chamber so that would promote that, take them right to that website and then we would look for other strategic partners to put that link on their website as well. And, to the City Council, we may want to do that with the East Bethel City website. That would be awesome.

Milbradt stated we're here to promote, let's go to the virtual job fair. We're not really sure how this is going to strategically work out but it was an idea that came up and it's worth further investigating. So, we're going to look at rolling something out that we can get everybody involved with as far as all the businesses in the City.

Milbradt stated coaching for employers on differentiation. So that's going to start with the business plan that a lot of the employers don't have. There were 52% that don't have one and that's really a vital piece of information when you want to differentiate yourself. So we'll look at doing some workshops and hosting some training sessions for the local businesses, some done maybe through the Chamber and maybe other businesses will have job fairs or something like that where we can help and share skill sets and how we do training of employees. We know that 42% of the businesses in East Bethel are planning on expanding so we really want to help support that growth. Social media is another big player when you're talking about differentiation.

Milbradt stated some of the benefits, I think, by applying these strategies that we've talked about for the businesses to promote themselves in the City that's going to bring a lot of benefit to them as well, just the exposure. And we'll measure that by setting some goals and objectives and then setting tasks and measuring them by results of the tasks that we've achieved. So that's kind of what we came up with. Is there anything else that my team wants to add to what we've talked about? Do you want to expound on anything? Or, do we have any questions? No? Okay.

(Inaudible off mic audience comment.) Milbradt stated yeah, I think we're looking at just bringing more of the local businesses and educational institutions together to meet the needs in the community. I think a lot of it, Paul, you'd talked a little bit about a 4-year degree is maybe not every individual has a 4-year degree but maybe we can provide them with some skill sets and training within the community to help them grow up and meet those needs and

not have to, you know, just find them placement within the community.

(Inaudible off mic audience comment.) Milbradt stated something to be aware of. All right. Anything else? Doug back to you.

Next Steps

Welter stated okay, so what happens next. It's really pretty simple. As you probably realized from the presentations, we don't have all the objectives figured out yet. We're in the process of investigating and exploring these options that we came up with to find out which ones are feasible, reasonable, which ones we would maybe accomplish. So that's the first step, exploring and investigating those options. The next thing we're going to do, once we find out which ones are reasonable, is we're going to set goals. What is it we want to accomplish, what timeframe we want to get it done in, and how do we know when we get done. What does it look like when we're done? So setting those goals.

Welter stated then set up measurements, whether it's just around activities that we've done or whether it's impact from those activities, whatever we can find as ways to measure what happened when we implemented that particular goal. What affect did it have so that we've got a way to talk about it and then to set up routine progress reports that we can deliver to the City, to meetings like this for businesses, for residents, through the Chamber. However to keep awareness on what we're trying to accomplish in East Bethel and what progress we're making. Sound reasonable? Okay, so that's what we're going to do.

Welter asked what should you do? Actually the things that are really helpful to us and I'm going to suggest that we save these activities for when we move next door to the desserts and coffee because there's a really nice spread out there. Find somebody from one of the teams and ask them specific questions that maybe didn't occur to you right now or that you didn't want to ask right now in a big group. Find somebody and ask them those questions. Or give us suggestions.

Welter stated tell us other things that we haven't thought of yet that will be helpful to us in setting goals and direction for the teams. And stay informed. Pay attention when stuff comes out, look through it, see what's going on, see what we're doing, make sure we're heading in the direction that makes sense, and, get involved. I mean join one of these teams. The more help we've got, the easier it is to move forward on all this.

Welter stated remember, this is all volunteers. This is just people from East Bethel, mostly business owners that have decided, and some that aren't, that are just volunteers that said, 'Yeah, you know, I'd like to be involved in this. I'd like to try to do something to help improve the livability and working conditions, business conditions in East Bethel.' So, we'd love to have any help you want to provide us.

Welter stated so with that, I'm going to give one last chance to ask any questions in here or make any comments. No? Okay in that case, there's a fair chance that we've managed our first objective of creating confusion and now we have to do our second objective of having you leave overfed. So feel free to adjourn to next door and ask questions, talk to us, tell us what you're thinking, tell us what you think of the process, and make sure you have some of the desserts Jill has done a great job in providing.

(Inaudible off mic audience comment.) Welter stated there's one that's a raspberry that might have a hint of lemon. The audience member stated okay, thank you, I appreciate that. Welter stated you're welcome. Thanks for the question. I appreciate it. Okay, any formal

Next Steps

adjourn we have to do?

Closing
Remarks

Voss stated we will but I think on behalf of everyone, thank you. *All responded with a round of applause.* Voss stated so I'll entertain a motion to adjourn.

**5.0
Adjourn**

Harrington stated I'll make a motion to adjourn. Koller stated I'll second. Voss asked any discussion? Thank you everyone again. We'll see you next door. All in favor say aye? **All in favor.** Voss stated any opposed? Meeting adjourned. **Motion passes unanimously.**

Meeting adjourned at 7:43 p.m.

Submitted by:

Carla Wirth

TimeSaver Off Site Secretarial Inc.