

**Bloomington Cooperative Services  
Board of Directors Meeting  
Thursday, June 2, 2022  
Farmstop 6:30-9:30**

**Board Members in Attendance:** Bobbi Boos, Pam Weaver, Isabelle Daellenbach, Tosh Lewis, Jeff Goldin, Corbin Baird, Stacey Giroux

**Absent Board Members:**

**BCS Staff in Attendance:** Dee Bohler, Phil Phillipy, Jaime Weaver

**Kelley Fellows in Attendance:** Bonnie Wang

**Member-Owners in Attendance:** None

**Guests in Attendance:** Doug from Belfast

1. Preliminaries
  - a. Ends Statement
  - b. Announcements
    - i. FAR Tabling at the 4th and Rogers Gallery from 5-8 tomorrow.
    - ii. Saturday is OMCC tabling at the 2 stores from 10-2
  - c. Review Board Calendar
    - i. B2 moves one month forward
  - d. Review Action Items
2. Consent Agenda
  - a. Tonight's Agenda
  - b. Minutes from 220505
  - c. Ownership Cancellation Request Memo
  - d. B7 Communications
  - e. Staff Committee Charter
  - f. Committee minutes
    - Birthday
    - Education
    - Finance
    - Staff
  - g. Annual meeting committee minutes
  - h. Jeff moved to accept consent agenda, Stacey seconded; passed
3. Member Comments – none
4. GM Monitoring and Reports
  - a. B7 Communications Report
    - i. East Construction: The map of construction was explained, as well as the short term traffic issues. Discussed putting a banner or some other signage on or near our building. Will be trying to drive shopper traffic with both targeted and super-discounted flash sales. Social media reach may not be enough, so they're going to put signage about the sales in the stores as well. Coupons may be available for tabling tomorrow and Saturday.

- ii. Staffing: There are newer IT and Marketing Managers. An additional marketing person has recently resigned, so there's currently a search for a replacement.
- iii. Lunchtime downtown offices and students seem to be driving the tremendous deli sales at West.
- iv. We discussed starting to flesh out the flow chart/business plan for East side renovations. The GMs will start with the flow chart (created some time ago) with the first draft due at the July meeting for presentation during B7 report.
- b. B6 Staff Treatment
  - i. Discussion about the current benefits, as well as difficulties in making changes within our profit margin. There was consensus on the board that actual salary is a significant driver of employee satisfaction and recruiting regardless of all the benefits.
  - ii. Decided to pass the B6 as compliant since it represents the past 12 months. That said, staff satisfaction and working conditions are one of Bloomingfoods' Ends and it was recognized that the current interpretation may not reflect how the organization wants to operate. A board sub-committee will be formed to explore one or more interpretations of this policy, and the board requested additional education on the matter. The goal is to bring the B6 interpretation into alignment with the board's interpretation of the Ends, and to begin to make progress toward that interpretation within the next 12 months.
- c. B1- 22Q3 Financial condition (10 minutes)
  - i. The financial condition was acceptable.
  - ii. Board approved as in compliance.

## 5. Education

- a. Living Wage presentation: Doug from the Belfast, Maine Co-op gave the presentation. Following were some of the steps/considerations made by his Co-op:
- b. Their "Fight for \$15" campaign started two years ago. Oct-Sep is their FY, and they started the process in 20-21.
- c. The \$15/hr goal was decided by looking at the MIT and NCG livable models and finding somewhere in between to determine what is a livable wage.
- d. Part time and full-time staff make the same hourly wage.
- e. The co-op was transparent about how calculations were made for each upward adjustment. They sent messages out for every increase and included details about how those changes were made.
- f. The result is better worker loyalty, and in the community, they have a reputation for being a good employer.
- g. They worked simultaneously on improving benefits as well.
- h. The process started with the decision that increasing wages was simply "the right thing to do", and then they turned to figuring out how to afford it.
- i. The entire staff actively participated: labor as a % of goals were given out, and leads and managers and workers were held to that goal.
- j. The Belfast co-op has 69 employees for 11.4M budget.
- k. In terms of determining wage scales, they use a tier system based on worker responsibility. Raises were based on a percentage from tier to tier.

- l. Their labor as a % of sales is 27% for 3 quarters out of the year, and 18% for one busy seasonal quarter.
  - m. Sales per labor hour last week was \$109 (usually falls between \$100-\$110)
  - n. Square foot retail is 6,500 (10,000 total space)
  - o. Throughout, they offered co-op swag, holiday bonus, and other appreciations.
  - p. Staff discount is 20%
  - q. Storewide margin is 37.5 - 36%
    - i. General Education Suggestion: Put all internal education into our November retreat, including the WSR. Follow up with in-depth look at the WSR every quarter as well.
6. General Business Items:
- a. Self-monitoring of C1, D5
    - i. C1 was delayed again to next month. It was agreed that each board member will share one idea for how to meaningfully incorporate our Ends statement into each monthly meeting.
    - ii. D5 accepted as compliant.
  - b. Stacey will be moving to Washington DC in the fall so she will participate remotely once she moves.
  - c. OM Loans:
    - i. Letters to owner-lender emails were sent out a week ago. About half show as opened; just about 20 have replied. There has been no adverse reaction. The replies have mostly been to give us the contact info we requested. There was some conversation that the email tracking system may have some bugs, so IT is looking into that.
    - ii. The board's help may be enlisted to make personal calls to all owner-lenders.
    - iii. The Finance team asked for board approval to pay one particular lender their full interest even though they forgave 90% prior to this offer coming out. Weaver proposed the lender be paid the full interest; Stacey seconded. Motion carried.
7. Committee Reports
- a. Dee is setting up generic emails for each standing committee. Emails sent to these generic emails will be redirected to all the people on each committee. Each November, when committees are re-formed, the generic email redirects will be updated to be sent to current committee members.
  - b. Perpetuation: Deadline is June 10; extension TBD (committee will decide).
  - c. OMCC: Tabling on Friday night and Saturday.
  - d. Annual Meeting: Considering an outdoor in-person event.
  - e. Finance/Data: See above info about owner-lenders.
  - f. Officers: Notes are in the confidential folder. No new notes this month.
  - g. Education: Nothing to report
  - h. Birthday: Reminder that we'll need people to table on July 23rd.
  - i. SNAP: Nothing to report
  - j. Staff/board relations: Nothing to report
8. Closing
- a. Task Review/Action Steps
  - b. Weaver moves to adjourn, Tosh seconds; meeting was adjourned.