

Bloomington Cooperative Services
Board of Directors Meeting
July 5, 2023 6:30pm
Remote / Zoom
05072023

Board Members in Attendance: Bobbi, Isabelle, Nancy, Stacey, Lauren
Brienne, Gerry, Jeff, Tosh

Absent Board Members: Brienne

BCS Staff in Attendance: Dee, Phil, Jude

Kelley Fellows in Attendance:

Member-Owners in Attendance: none

Guest in Attendance: none

01 Preliminaries

- A. Ends Statement
- B. Announcements
 - Phil Leaving for a week
- C. Review Board Calendar
 - 1. Krejci Award Starts soon
 - 2. GM Review Due
 - 3. Bfoods Birthday information due
 - 4. Annual Meeting needs to be added to Sept agenda
- D. Review Action Items
 - 1. Bobbi will look into B7 the code of conduct policy specific to email communications D policy

02 Consent Agenda

- A. Tonight's Agenda
- B. June Meeting Minutes
- C. April Meeting Minutes Approved in June
- D. C7 Policy Revision done and needs filed in updated policy register that Jude will update.
Jeff moves to accept tonight's agenda. Stacey seconds. All in favor. Approved
Approved with task for Jude to update Policy Register

MEMBER COMMENTS: none

03 Self-Monitoring

- A. D-Global BoD -Management Connection
 - 1. Might not be the most updated version
 - 2. Decision Tree Read
 - a. Policy D accepted in compliance
 - i. Bobbi volunteered to see where this communication policy best fits and make a recommendation on directors code of conduct policy regarding emails for August meeting.

04 Board Topics

- A. Retreat Planning
 - 1. This is Part 2 of Feb retreat. What date do we want
 - a. Thane willing to come in person.
 - b. What dates work?
 - 2. This retreat is close to the regular BoD meeting how should we schedule
 - a. Abbreviate the regular Board meeting.
 - b. Phil reminded that in September the Ends Report is due and would be nice to have them at the retreat
 - c. Isabelle will reach out to Thane about incorporating these into the retreat will work.
 - 3. Visioning is the focus of this retreat
 - a. What Ideas and that would like to cover?
 - b. Answer a questioner in advance to help with focus.
 - c. Should we work on ideas like 10 year plan?
 - d. Are Kelly fellows invited?
 - e. What is visioning? How do we do visioning? What was helpful / not in the past?
 - i. Last Visioning retreat too detailed.
 - ii. The lack of follow up was frustrating.
 - a. Confusion of COVID and east store contributed to lack of follow up.
 - 4. Lay out retreat day
 - a. Retreat work then Social activity?
 - b. Gerry offered his house for social activity.
- B. Review Board Calendar
 - a. B1 needs to be clearer and consistent and often overlaps with B7
 - b. Birthday party will involve board members handing out cookies and watermelon to shoppers 11am – 2pm

05 Education

- A. Food systems – Fairness and Consolidation
 - 1. The problems created by the consolidation of our food system.
 - a. Our food is so cheap because it is subsidized by big conglomerates
 - b. Monsanto owns most of these food systems and they are not looking out for our health, or the health of our planet.
 - c. It is very hard to track down what company actually owns a product.
 - 2. Consolidation is the key factor in farm worker exploitations.
 - a. Farm workers are not protected by fair labor acts, they are exempt from over time and other fair labor practices.
 - b. The 175 billion of dollars being spent on political contributions speaks volumes to this.
 - c. Most of the SNAP and WIC benefits are being spent at the four largest grocery chains.
 - d. Farm workers are paid so poorly they automatically qualify for SNAP benefits
 - 3. The importance of supporting local and smaller farms
 - a. How does Bfoods identify the big conglomerates being sold in the stores?

- b. It is impossible to have a well-rounded store without including some of these big conglomerates products.
- c. How feasible is it to incorporate any of these considerations into our product policy?
 - i. A problem is every time a brand reaches a certain scale it gets bought up and often becomes compromised or shut down.
 - ii. It is deliberately hard to track down who really owns a company and how it is really being run.
 - iii. Example: New Chapter came up product called “Blockade” that was successful at treating the common cold. It was bought by Proctor and Gamble and they took it off the market. They still operate New Chapter as a small local co-op until they decide not to.
 - iv. How does a buyer get educated? Through research.
 - v. Bloomingfoods sells local products that will never make the stores any money, but are staunchly defended because they are good local products.
 - vi. Our environment is more impacted by the production then the transportation.
 - vii. Choosing to spend food dollars wisely is one of the best things we can do.
 - 1. The importance of reading the fine print on the package, choosing not to support a recognized big brand, and choosing small start-ups will all help support better food systems.
 - 2. The food might seem like it cost more, but in the big picture; because the small farmers take care of the land and their workers, it is a better choice.
- 4. How can Bloomingfoods share this information
 - a. Are there items people can buy that would be easy and actionable choices?
 - b. Provide information on nutritional value of products?
 - c. How do you educate people that are not aware that our tax dollars supplement these conglomerates, grocery stores, and SNAP/WIC benefits?
 - d. Most Walmart workers are on SNAP and we pay for that. It’s hard to convince shoppers to use their food dollars wisely.

06 GM Monitoring and Reports

- A. B2 Business Plan & Budget
 - 1. Due to inflation the goals are modest for upcoming year at east store.
 - 2. We are prepared at the east store for the coming year.
 - a. Training is going on now with a focus on consistency in products.
 - 3. Staff survey are going to be revamped based on leadership group talking about what does and does not work.
 - 4. Repaying OM loans is being dealt with by finance and is currently not part of the Business plan.
 - 5. OM (Owner-Member) engagement program is fairly new, and plans to include ideas for at risk members.
 - 6. Lack of updated emails makes OM engagement difficult.
 - a. Incentives could include a 30% discount on one item if you update email.

- b. Communicating you can choose how you get correspondence.
- c. Board communication write about the value of keeping in touch.
- d. Celebrating the anniversary date a member joined the coop.
- e. How to get people that information without a working email is tricky.
- f. Super Shopper information can be helpful with engagement.
- g. Social media a possibility to reach out for email addresses
- h. New social media staff doing a great job and her beautiful videos should be on Facebook not just Instagram.

- B. This budget reflects the labor negotiations. UFCW will hold a vote in the next three weeks, everyone seems happy.
 - 1. Budget tight but feels confident.
 - a. Labor to sales margin is being managed.
 - 2. Cost reductions are being made.
- B2 Decision Tree Read and Accepted into compliance

B7 Communications Report

- A. Staffing challenges are being addressed with promising results.
- B. A ten hour power outage at east store had Phil and some staff in the store at midnight saving products, but will still result in an insurance claim.
- C. Staff 4th of July Party was a success.

07 Committee Requests

- A. No committee request
- B. Perpetuation (standing)
 - 1. Documents have been updated.
 - 2. There are currently four, but potentially five candidates who want to run.
 - i. It was proposed we consider letting a potential candidate run regardless of their late questioner due to power outage.

Gerry Motioned to allow potential candidate a reasonable amount of time to submit their application.
Stacey second, All approved

08 Closing

Task Review – Action Steps

Jude will begin to update Policy Register

Bobbi will look into the code of conduct policy specific to email communications D policy

Isabelle Edit the Board Calendar

Stacey will be submitting GM survey this weekend. Please fill out before next Board Meeting.

Review Decisions

D Accepted in compliance

B2 Accepted in compliance

Adjourn Jeff motioned to adjourn, Stacey second, All Approved

