

Bloomington Cooperative Services
Board of Directors Meeting
May 3, 2023 at 6:30pm

Board members in attendance - Brianne, Gerry, Tosh, Isabelle, Bobbi, Nancy, Stacey, Jeff
Staff in attendance - Dee, Phil, Jude
Fellows in Attendance -Priya
Absent- Lauren, Rita

1. Preliminaries
 - a. Ends statement-read by Jeff
 - b. Announcements-
 - i. Welcome Jude in as admin
 - ii. Isabelle-attending meetings via zoom for the summer
 - iii. Gerry will be out of town so Bobbi and Jeff will lead May finance meeting
 - c. Board calendar
 - . candidate packets are due early June
 - d. Review action Items
2. Consent Agenda
 - a. Tonight's Agenda
 - b. April Meeting Minutes
 - c. Finance Committee Minutes
 - d. OMCC Committee Minutes
 - e. Education Committee Minutes
 - f. Ownership Cancellation Memo
 - g. B7 Communication
 - h. Pull the minutes-add Jeff, Bobbi will help Brianne
 - i. Approved without April Minutes
3. Member Comments
 - a. NA with the exception of intro of Jude and Priya
4. Self Monitoring
 - a. D2- Accountability of GM's
 - i. Accepted as in compliance
 - b. D4-Monitoring GM performance
 - . Accepted in compliance
5. Board Topics
 - a. Bobbi- drafted by law change on inactive status
 - i. Options given to board with discussion
 - ii. Suggestions shared- Bobbi will draft the bylaw and bring to the next board meeting to discuss
 - b. C7 revision given by Stacey
 - . suggest that there be flexibility in documents referenced
 - i. suggest we say "sign same documents as board members"
 - ii. suggest that 2C be removed
 - iii. Interpretation removed-board agrees with the removal

iv. Stacey will redraft for June

6. Education

- a. Phil & Bobbi present the market study summary
- i. Isabelle suggested Rita, Kelly Fellow, to look into specific details about store comparison if anyone has additional questions
- ii. 8-10,000 square feet suggested in the expansion of East store
- iii. No red flags or cautions shown in the study summary at this time
- b. Review of Latimer apartment website
 - . Studio apartments to 5 bedroom apartment available ranging from \$900-\$1500
- i. Discussion about parking spaces available- Latimer 442 spaces available and Bloomingfoods 95 spaces available.
- ii. Move in for Latimer is August 17th

7. GM monitoring and reports

- a. B1 Numbers
 - i. Negative profit for the quarter with expected positive for the 4th quarter
 - ii. Structure change of the deli resulted in 12.7 percent growth No clarification
- b. B7
 - . Staffing has been a challenge for keeping up with the grab and go. More made to order purchases are made during this time.
- i. East coupons are phasing out but GM's felt it was worth keeping the discounts longer. May 9th is the last coupon that will be printed.
- ii. GM's hired an assistant store manager at the West store.
- c. B6-staff treatment and compensation
 - . Accepted with acknowledgment of not in compliance
- i. Non compliant portion- policy relating to annual evaluations. The wording of the policy states every employee should receive an evaluation. GM's believe that could be improved on. Managers not available to operate at full capacity due to staff shortages have prevented evaluations from happening annually.
- ii. Access to the handbook- handbook is available but staff may have a miscommunication in knowing it is accessible. Upon orientation steps are taken to verify that the handbook is accessible. Employees must click to verify they know the handbook is available.
- iii. Compensation UFCW process takes 3 months. Compensation structure is the topic based on survey.

8. Committee reports

- a. Perpetuation- recruit new candidates.
- b. Finance- board budget due

9. Closing

- a. Review decisions
 - i. Consent agenda accepted with exception of April minutes
 - ii. D2 & D4 accepted as in compliance
 - iii. B6- accepted with acknowledgment of not in compliance

9. Meeting adjourned to executive session at 8:55pm