

Bloomington Cooperative Services
Board of Directors Meeting
January 31, 2024 / 240131
Bunger & Robertson, 211 South College Ave. Bloomington, IN 47404 / Zoom

Board Members in Attendance: Isabelle Daellenbach, Brianne Jamerson, Gerry Hays, Tosh Lewis, Bobbi Boos, Susan Kornblum, Nancy Mathews, Stacey Giroux,

Admin: Dee Bohler, Phil Phillipy

Zoom: Jude Flynn

Absent Board Members: Lauren McCalister

Guest: Molly Snell-Larch from Columinate

01 Preliminaries

- A. Ends Statement
- B. Announcements
- C. Review Board Calendar.
- D. Review Action Items
Committee group spread sheet needs to be updated.

02 Consent Agenda

Tonight's Agenda

Ownership Cancellation Memo

August 2022 BoD Meeting Minutes

October BoD Meeting Minutes

December BoD Meeting Minutes

OMCC Meeting Minutes

OMCC Charter

Perpetuation Meeting Minutes

Perpetuation Charter

Annual Meeting Charter

Education Charter

Protocol – Board Meeting

Protocol – Self-Monitoring

Policy Register Review

Consent Agenda is approved with the changes to the December minutes, without the Agenda for tonight, or Education Charter.

An additional five minutes have been added to Committee Requests to discuss Staff Scholarship program.

Bobbi motioned to accept, Brianne Seconded, All Approved

MEMBER COMMENTS

03 Self-Monitoring

C3 Agenda Planning

- A. Nobody had questions about the policy

B. Decision Tree

Accepted as with the acknowledgement of noncompliant with a plan.

C. Plans include:

1. Will add a deadline date to review GM compensation.
2. Isabell will put together a policy proposal C3.
3. The board wants to continue hearing information the GM's have to share.

C5 Code of Conduct

A. Nobody had questions about the policy

B. Decision Tree

C. Accepted as with the acknowledgement of noncompliant with a plan in the timeline.

D. Ideas presented for staying on task

1. Add a timeline
2. Texting or emailing Board Members reminders
3. A Buddy System
4. Set up a Google Calendar with reminders for everyone

04 Board Topics

A. GM Compensation

1. This year we will initiate a process for a formal structure for review and compensation that could include:
 - a. Two or three goals of desired achievements for the next year.
 - b. A framework with a formal process for review.
 - c. Molly agreed to be available to help create this.
 - d. GM(s) use the policies to run things while setting their own goals.
 - e. Consider how will we divide or work together on these goals.
 - f. The board could set up a GM bonus structure related to performance/goals met/store.
 - g. Professional Development can be available and separate from a bonus incentive.

B. This will be planned during GM meetings and/or Board Meetings.

C. This is a first draft of a new compensation process that the treasurer will continue to monitor and will be reviewed again next year at this time.

Bobbi motioned to approve. Stacey second. All Approved

D. Board Calendar

1. Has been updated

E. February or March Social Activity

1. A social event instead of a retreat will be explored

BREAK

05 Education

A. Google Drive

1. Going through the drive in order to be more familiar can be very helpful.
2. If you are part of a committee exploring your folders will be helpful.
3. Committees that are no longer active should be put in Committees Archives.

06 GM Monitoring and Reports

B7 Gm Communication with Nov & Dec financial statements

- A. First Monthly News-letter for Staff has gone out via Paylocity also hard copies have been handed out to staff.
 1. Staff now receives 50% off all wellness products.
 2. All Staff were each given several 20% off cards to hand out to customers.
- B. SNAP sign – up stations set up in both stores.
 1. Money for this program comes from a state grant that gives a 50% match towards sales.
 2. If a SNAP recipient becomes a member they receive an additional 20% off products.
- C. Staffing going well.
- D. Next month goal to have hot bar program reset and switch up product and layout.
- E. West deli (front) registers are a hit with 73% of store transactions going through them.

B2 Business Plan and Annual Budget (review and discuss redirections)

- A. We have a contract with NCG includes a cost plus tiered program.
- B. Options for change are limited.
- C. Good growth at west and east stores.
- D. Homemade soups are back.
- E. Memberships can now be purchased online.

07 Committee Requests

- A. Staff Scholarship Program
 1. Staff Committee created a ‘Round-up’ in October 2023 for staff with minimum 6 months employment for continuing their education.
 2. This is an ongoing scholarship that relates to any field of study that applies to ‘The ENDS’ and enhances knowledge of co-op related business.
 3. Employees are starting to submit applications.
 - a. After the Board reviews the current scholarship applications it will be decided if this can be done via email or if a GM executive should be held at the end of February 2024 to help move this along.
 - b. No staff member of Bloomingfoods will be involved in deciding who is awarded a scholarship.
 - c. The Board of Directors will be making the decisions on who is awarded scholarships.

Closing

Review Decisions

- Approve consent agenda without Tonight's agenda, December BoD minutes, and Education Charter

- Approve tonight's agenda with 5 minutes added for Staff committee discussion during the Committee section
- Approve December 2023 minutes with the two noted changes
- C3: accepted with acknowledgment of non-compliant with a plan (Finance committee will propose timeline and it will be added to Board Cal by Jan/Feb meeting)
- C5: accepted with acknowledgment of non-compliant with a plan (Isabelle will set up a recurring Google Calendar reminder to submit docs/complete Self-Monitoring. Think about a buddy system.)
- Approve the drafted GM Compensation plan.

Motion Tosh, Second Bobbi, All Approved

Adjourn