

**Bloomington Cooperative Services
Board of Directors Meeting
Thursday, January 6th, 2021
Remote Zoom Meeting**

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

Absent Board Members: None

BCS Staff in Attendance: Dee Bohler, Phil Phillipy, Taylor Ritchie

Kelley Fellows in Attendance: None

Member-Owners in Attendance: None

Guests in Attendance: Katrina Koch and Brandon Query from Lost River Co-op

1. Preliminaries
 - a. Ends Statement
 - b. Announcements
 - i. We will have two guests from Lost River Co-op in Paoli tonight
 - c. Review Board Calendar
 - i. Reminder that all board members welcome to attend GM team meetings
 - ii. Officers meeting will be in February or March
 - iii. It's time for the treasurer to start thinking about board budget planning process
 - iv. Marketing report will be dependent on status of marketing position
 - d. Review Action Items
2. Consent Agenda
 - a. Tonight's agenda
 - b. Updated BOD calendar
 - c. Minutes from 211209
 - d. Committee Charters from Officers, Annual Meeting, Finance, and Perpetuation
 - i. Pulled from consent agenda
 - e. B7 Communications
 - f. November Financials
 - g. Goldin moves to approve consent agenda without committee charters, Baird seconds. All in favor, approved.
3. Member Comments – none
4. GM Monitoring and Reports
 - a. B7 Communications
 - i. Because there were five weeks in November last year, things look a bit different
 - b. B2 Business Planning Key Goals Review
 - i. Included both goal and where we are at in terms of progress
 - ii. The lack of a marketing manager has stalled a lot of plans as a lot hinged on that position. It is setting us back in some areas.
 1. We have received a few applicants we are excited about
 2. Moving marketing report to March – could potentially be combined with a staff intro if we have the position filled by then

- iii. Staff Rating System – a streamlined performance evaluation system that makes the evaluation process clearer and easier to navigate
- 5. Self-Monitoring
 - a. C3
 - i. Add internal training to board calendar
 - ii. Accepted as in compliance
 - b. C4
 - i. Overall feedback is that meetings are too long
 - ii. Continue to work on transition to putting more items in the consent agenda
 - 1. This requires more work to get done in between meetings
 - iii. Accepted as in compliance
 - c. C7
 - i. No committee charters
 - ii. Plan – by next meeting (February), we need to have all eight committee charters submitted
 - iii. Accepted with acknowledgement of non-compliance with a plan and timelines
 - d. C8
 - i. We have not had an outside review completed for ourselves or the GM team for at least five years
 - 1. We have a protocol stating that we will have an outside review completed in even numbered years
 - ii. Isabelle and Bobbi have talked with Thane about an outside review for GMs this year
 - iii. C8 will be resubmitted next month with a plan clearly stated
 - e. D3
 - i. What is the metric for “reasonableness”?
 - 1. We can add a clarification in the “interpretation” section of the policy rather than changing the wording of the policy itself
 - ii. Accepted as in compliance
- 6. Education
 - a. Review the 7 Cooperative Principles
 - i. More participation means more dynamic meetings
 - ii. Not having a marketing manager right now is hindering us
 - 1. Could Fellows do brand research?
 - iii. We need to do a better job of explaining the membership and what a co-op is
 - 1. How to better inform people that you do not, however, need to be a member to shop here?
 - iv. We have member engagement in some ways but not in others
 - 1. Primarily voting for Board and Positive Change
 - 2. How to get more member engagement and let them know that they can get more involved?
 - b. Katrina Koch (Board Member) and Brandon Query (General Manager) at Lost River Co-op in Paoli, Indiana
 - i. Small co-op (about 1200 members) established in 2007
 - ii. Have struggled but are at a point of making various strides
 - iii. More than a store; a community hub
 - iv. Fostering relationship with local farmers

1. Surrounded by Amish growers who can provide in very large and consistent quantities
 - v. Annual Meeting in March to unveil 5-year plan
 - vi. There is a benefit to having a relationship between Bloomingfoods and Lost River; will continue to meet and talk more
7. General Business Items
 - a. February Retreat
 - i. Discussion of potential dates for retreat
 - ii. Topic/Discussion Ideas:
 1. East location in light of Trinitas development
 2. Balance visioning with other ideas
 3. How to better communicate with members and staff
 4. Marketing vs. labor shortage – finding a balance; what is realistic right now?
 - b. Charters
 - i. We have not focused on charters in some time
 - ii. Working on getting all 8 created/submitted
 - c. Review of Wills List delegated to Officers
8. Committee Reports
 - a. Committees provided meeting times, if available/agreed upon already
9. Closing
 - a. Task Review – Action Steps
10. Adjourn to Executive Session
 - a. Baird moves to adjourn to Executive Session, Daellenbach seconds. AI in favor, meeting adjourned.

Policy Compliance Summary

- C3 – Accepted as in compliance
- C4 – Accepted as in compliance
- C7 – Accepted with acknowledgement of non-compliance with a plan and timeline
- C8 – C8 is going to be resubmitted next month (February) with a plan clearly stated
- D3 – Accepted as in compliance