

**Bloomington Cooperative Services
Board of Directors Meeting
Thursday, March 3, 2022
Remote Zoom Meeting**

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

Absent Board Members: None

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

Kelley Fellows in Attendance: Bonnie Wang

Member-Owners in Attendance: None

Guests in Attendance: None

1. Preliminaries
 - a. Ends Statement
 - b. Announcements
 - i. CCMA Conference is coming up – no agenda yet, but will be a hybrid of virtual and in-person
 - c. Review Board Calendar
 - i. Usually would be receiving a marketing report next month, but hope to at least get a staff introduction
 - ii. Need to approve candidate packet next month
 - iii. Fellows report – not sure what to expect
 - iv. Next education topic is fiduciary responsibility
2. Consent Agenda
 - a. Tonight's agenda
 - b. Updated BOD Calendar with updated self-monitoring schedule
 - c. Minutes from 220203
 - i. Pulled – clarification about member loan repayment final decision
 - ii. Weaver moves to approve minutes with this clarification added. Goldin seconds. Approved.
 - d. Ownership Cancellation Request Memo
 - i. Pulled – no cancellation requests this month
 - e. B7 Communications
 - f. January Financials
 - g. Committee Charter Template
 - h. Committee Meeting Notes from OMCC, Birthday, Finance, Officers, Education, Annual Meeting
 - i. Weaver moves to approve the consent agenda without the Ownership Cancellation Request Memo and with the clarification to the February minutes. Daellenbach seconds, approved.

3. Member Comments – None
4. GM Monitoring and Reports
 - a. B7 – Communications Report
 - i. There is significant construction now happening at the Trinitas (former K-Mart) site; there will soon be a temporary job office trailer in the parking lot
 - ii. Looking into the cost of increasing wages for part-time staff
 1. There is a significant, inexplicable hourly pay difference between full and part time staff
 - iii. We added extra PTO for hourly staff – after 90 days, staff now have 10 days of PTO vs. the previous 7 days
 - iv. Marketing Manager search temporarily paused
 1. We have three candidates we are excited about and will be scheduling second interviews very soon
 - v. Mask mandate is set to be lifted on March 4th, so we will no longer be enforcing mask-wearing in-store anymore for staff or customers
 1. Will no longer be providing temporary masks to public, but will provide them to staff still
 2. General feeling from staff is that they are happy about this, especially not having to enforce mask-wearing in-store anymore
 - vi. West store is booming, and we are seeing more students than we have ever seen before
 1. We did our usual “welcome back” promo for students but think it’s because we are starting to reap the benefits of increased density downtown
 - vii. Salad bar, hot bar, \$3 dinners
 1. Staffing is the biggest struggle with restarting these programs
 2. Salad bar will be first with plans for self-serve soup and continued sandwiches and burritos available
 3. Hot bar will be a challenge to bring back and will entail rebuilding a whole new program
 4. \$3 dollar dinners will likely be the last to come back and due to rising cost of goods, we will likely need to increase the price of these dinners when we do (\$5, possibly)
 5. Will start thinking about opening seating areas again in the near future but we do have the outdoor seating available currently
 - b. B8 – Board Logistical Support
 - i. Interpretation feels too narrow, as it specifically refers to Board Administrator, yet the Board often needs support from other staff (Marketing Manager, Finance Manager, for example)
 - ii. Issue lies with interpretation, not policy itself. GM’s will work on a different operational interpretation to present to Board
 - iii. Approved as out-of-compliance with plan and timeline.
 - c. B1 – Q2 Numbers and Narrative
 - i. One highlight is profitability

- ii. Question surrounding long-term debt being negative on balance sheet; determined we will need Mac to go through it with us to explain
 - iii. Discussion regarding how we can set our own goals and benchmarks to move the co-op forward (which may not always be a financial answer)
 - iv. Accepted as in compliance
- 5. Self-Monitoring
 - a. C8 Proposal
 - i. Determined we do not need outside monitoring at this point
 - ii. Point 4 needs a grammatical fix; Bobbi will take care of and submit next month
- 6. Education
 - a. Bylaws, Policies, and Protocols
 - i. Reviewed the difference between bylaws, policies, protocols and purpose of each
 - b. Retreat Follow-Up
 - i. Did a break-out group activity to discuss some of our main takeaways from retreat and what comes next
- 7. General Business Items
 - a. Determined we would continue to Zoom for next month's meeting but will start looking into options for and the possibility of in-person meetings again
 - b. Board budget
 - i. Purpose is to provide info to GMs so they can accurately capture in their budget
 - ii. All committee chairs need to get their committee budgets to Jeff by March 18th
 - 1. Use your best guess, it does not have to be exact
- 8. Closing
 - a. Weaver moves to adjourn, Daellenbach Seconds. Meeting adjourned.

Policy Compliance Summary

- B7 – In compliance
- B8 – Approved as out of compliance with plan and timeline
- B1 – In compliance