

## MINUTES

FBFC Board of Directors Meeting 9-21-17

Meeting started at 5:30 pm and ended at 8:02 pm.

**Board members present:** Josh Littlejohn (Vice President), Bob LeRoy (Treasurer) – via phone, Jennifer Heeder (Secretary), Pauline Heyne, Kelly Fain, Josh O’Conner, Paul Gallimore, Stephanie Swepson-Twitty, Adam Bowers

**Board members absent:** Danielle Goldstein (President)

**Others present:** Bobby Sullivan, General Manager (GM); Jean Karpen, Board assistant; Owners – Rusty Sivils, Diana Davidson, Bette Jackson

### Meeting Summary:

- Development committee meetings set
- Monitoring Report B1 – Financial Condition approved
- Discussion of diversity and inclusion policies/practices
- Board officers elected
- New Board member appointed – Veronica Sotolongo
- Executive session to discuss personnel

### Calendar Dates:

- LEAF - October 19-22

**Approve agenda:** approved as presented.

**Approve minutes of 7-20-17 and 8-17-17** were approved as presented.

**Unfinished business from 8-17-17:** Recommendation that 125 ballots is enough to declare the referendum (regarding changes to the Articles of Incorporation to allow for non-voting shares) passed. Recommendation approved.

**Owner Comments:** Bette Jackson – I have come to the realization that I don’t know what’s going on, so I want to start coming occasionally (to Board meetings). There should be a lot of people doing that.

### Development Committee (DC):

Sage met recently with MHO (Mountain Housing Opportunities) and Self-Help Credit Union to discuss the expansion project using “plan B.” DC will meet the second Wednesday of each month from 4:00 to 5:30. In attendance will be Josh L, Josh O, Bob (by phone), and Kelly. Dates of DC meetings will be added to the FBFC Board Google calendar.

**Board Calendar** – It was agreed that all will use the FBFC Board Google calendar for meetings, events, etc.

**GM Report** - With our expansion project, we want to “up” the culture of customer service so it matches our message and the store experience. It will take careful planning to create the kind of genuine experience we have now.

**Monitoring Report** – B1 Financial Condition was deemed reasonable and acceptable. Bob requests a more in-depth discussion of finances at Board meetings, since we disbanded the Finance Committee. It was suggested that we have physical copies of financial documents and time allotted on the agenda for a more thorough discussion of finances. Consider publishing sales numbers to owners. As owners, it’s our responsibility to keep the co-op running. Owners can do something about this.

**Diversity and inclusion:** Board discussed the document “Everyone Welcome,” regarding diversity and inclusion, which Bobby had previously emailed to Board members. This is an issue which is getting national attention. NCG (National Cooperative Grocers) is looking at ways to change policy to incorporate diversity and inclusion language. Bobby will circulate examples of these policies as they become available. In addition to “Everyone Welcome,” two additional documents will be part of this project – one will be a case study of co-ops that have made changes in diversity and inclusion policies and the other will be working materials for training, workshops, and conferences.

Regarding diversity and inclusion at FBFC, consider inviting input from customers as to how we can be more inclusive. It’s important to be aware of the difference between diversity and equity. In general, we feel we are doing well regarding equity, inclusivity, and diversity.

**Election of Board officers:** After discussion, the following slate of officers was elected.

Board officers, beginning October 2017:

- President – Stephanie Swepson-Twitty
- Vice President – Josh Littlejohn
- Treasurer – Bob LeRoy
- Secretary – Josh O’Conner

Adam expressed interest in being the Treasurer “understudy” since Bob will exit the Board in 2019.

**New Board member appointed:** Veronica Sotolongo was appointed to the Board to fill a term which will end in 2020.

For future Board vacancies, it would be good to have Board members who have technical expertise (to help with expansion) and/or who have legal expertise.

**Executive session** was held to discuss personnel.

**Next meeting will be October 19, 2017 at 5:30 pm.**

Jean Karpen, Board Assistant