

MINUTES

FBFC Board of Directors Meeting 9-19-19

Meeting started at 5:35 pm and ended at 8:09 pm.

Board members present: Josh O’Conner (Co-President), Adam Bowers (Treasurer), Jennifer Heeder (Secretary) via phone, Josh Littlejohn, Ashley See, Zan Naar, Christa Hamilton, Paul Schulman – via phone.

Board members absent: Pauline Heyne (Co-President), Danielle Goldstein

Others present: Bobby Sullivan, General Manager (GM); Clare Schwartz, Outreach Coordinator; Jean Karpen, Board assistant

Meeting Summary:

- Monitoring Reports reviewed and approved – B1, B4, B5
- Finance Committee report – search for new auditing firm to begin soon
- Financial workshop led by Bob Le Roy
- Wage equity discussion

Calendar Dates:

- Sept. 25 – official launch of online sales through Mother Earth Foods
- Sept. 28 – Asheville Pride Day
- Oct. 1 to Nov. 5 – Owner Drive
- Oct. 3 – Launch of 12-month “Build your home apothecary” series. First Thursday of each month.
- Oct. 5 – Root Ball (Asheville Greenworks)
- Oct. 12 – Green Built Alliance “Ciderfest” at Carrier Park
- Oct. 14 – Benefit at Grey Eagle for Christa

Approve agenda: Approved as presented.

Approve minutes of 8-22-19 approved as presented.

Owner Comments: none

Miscellaneous:

- Clare shared our new tri-fold brochure which will be available at the register for potential owners. A more comprehensive document will be emailed to new owners.
- Board meeting minutes on the website need to be updated. Jean will send missing minutes to Clare for posting. Will include 2016 to present.
- Dates on website need to be cleaned up (such as application deadline). Suggestion to list next meeting date, time and location.
- Board members are reminded to submit questions to GM at least 48 hours prior to Board meetings and be sure to copy all when submitting questions.

Monitoring Reports: All monitoring reports were approved as presented. Discussion points follow.

B4 Membership Rights and Responsibilities

- Election results & annual meeting:
 - Were disappointing this year. Expected more online participation.
 - It was suggested that, if we have an uncontested election, we might propose it as an action at the annual meeting rather than go to the expense of mailing ballots. The election would still take an action of the owners even if it is uncontested.

- Need to provide more information to owners to raise interest in voting.
- Josh O and Adam will review timelines for applications and other election-related dates. Review at October Board meeting.
- Need contested elections; need to cultivate multiple candidates.
- Need to keep better records of attendance at annual meetings.
- This year's meeting was the really good. Having local vendors made a positive difference.
- Work on diversity, especially ethnic diversity.
- Patronage rebate – we, as a Board, should make decision about whether to issue patronage rebates, based on the recommendation of staff. In future, see that the Board makes this decision.

B5 Treatment of Customers

- Clare would like to see Board & owners participate in some community work such as a packing day at Manna Food Bank or voter registration, etc.

B1 Financial Condition

- Partnership with Mother Earth Foods (online sales) will launch officially on Sept. 25.

Finance Committee: We will be sending out an RFP to find a new auditing firm.

- Have Sage create a rubric or metric for scoring applicants.
- Finance committee (at least 3 Board members) will review applications at November committee meeting and make a recommendation to the Board at the November Board meeting.
- Committee will have access to all applications, all responses to RFP. Keep record of scoring process.
- Adam will contact Sage with any suggested modifications, request final product from her, and send to Board for final approval. Goal is to have the RFP released by Oct 1.
- All are encouraged to attend the next Finance Committee meeting.

Finance Workshop: Bob LeRoy gave info to assist Board members in understanding our financial reports.

Wage Equity discussion:

- Suggestion to have a working group to study these issues - look at other coops, bring additional info to the board for a more comprehensive discussion.
- Ashley, Zan, Paul, Jennifer, Josh L, and Christa expressed interest in being part of the working group.
- Bobby - suggestions for how to reframe the discussion. Related issue may be how to encourage more low-income shoppers.
- Suggestion to make this a longer agenda item for Oct. Solidify how the working group will function.

Agenda items not covered or unfinished:

Additional items for next month's agenda:

- Review election timelines
- Wage equity discussion, set up working group
- November – decision about auditing firm

Next meeting will be October 17, 2019 at 5:30 pm.

Jean Karpen, Board Assistant