

## MINUTES

FBFC Board of Directors Meeting 5-20-2-21 This meeting was held online during the Covid-19 pandemic.

Meeting started at 5:32 pm and ended at 7:34 pm.

**Board members present:** Paul Schulman (President), Adam Bowers (Vice-President), Josh (Peyton) O’Conner (Treasurer), Jennifer Heeder (Secretary), Pauline Heyne, Danielle (RaMa) Goldstein, Andrea Burkins, Scott Campbell, Kylie Hulver, Terra Marshall

**Board members absent:** Christa Hamilton

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

### Meeting Summary:

- Monitoring Reports B1 and B6 approved; B5 addendum accepted.
- Defining Ownership – “definition” approved
- Co-op Café recap
- Engaging ownership – discussion
- Executive Session

### Calendar Dates:

- June 1 – 6 pm Special meeting of owners

**Approve agenda:** Approved as presented. Later, more time was given to discuss mask policy.

**Approve minutes:** Minutes of 4-15-2021 approved as presented.

**GM report and Monitoring Reports:** Monitoring Reports were discussed, questions answered, and all reports were approved.

- B1 Financial Condition
- B6 Staff Treatment and Compensation
- B5 addendum accepted (report approved in April)

Additional discussion about the FBFC mask policy - the Board whole-heartedly supports Bobby in continuing to require mask use in the store. Staff are encouraged to refer complaints to the Board.

**Defining Ownership:** The working group proposed the following language as our definition of FBFC ownership. The proposal was discussed and approved:

- An owner/ownership can be an individual or a group of individuals that share a kitchen. An ownership will have a primary name attached to the account and is allowed one vote in Board elections and bylaw updates. Individuals who want to serve on the Board must have an ownership in their name.  
(An ownership account can have multiple names attached to it.)

The Executive committee will communicate with Clare and Amy (website) to make appropriate updates.

Additional related proposals / topics to be discussed at a future meeting:

- Sliding scale of \$15 to \$25 annually, until fully vested at \$250.
  - Can we use a sliding scale with our point-of-sale system?
  - Would implementing a sliding scale noticeably impact our revenue stream?
- Scholarship ownerships (starting at \$15/year)

- How to encourage a more diverse ownership?
- How to tie in with “Double Up Food Bucks” program? (Figure out what will actually help those customers. Suggestion to reach out to lower-income communities and ask what would empower them. What is their understanding of the co-op and how can we make it more accessible? Accept WIC?)
- Would we need any bylaws changes?

**Co-op Café:** Terra attended NCG’s recent Co-op Café (virtual) and gave a brief recap. Discussions included engaging lower-income communities, local aspects - supporting local farmers & makers, equity training for staff & Board, reaching out to all facets of local community. Terra will be our “community liaison” and will take the lead on reaching out to community.

This outreach will be relevant to looking at our policies with a DEI (diversity, equity, inclusion) lens.

**Engaging Ownership:** Andrea has been brainstorming ideas for reaching out to the community. She will share her email list of ideas/suggestions with Board members. Suggestion to recruit owners to help with outreach.

### **Brief Executive Session**

#### **Miscellaneous:**

- Adam will write a Board testimonial for June.
- Paul will contact Clare about an additional email to owners re the June 1 owners’ meeting.

#### **Additional items for next month’s agenda:**

- Future agenda item – sliding scale and additional discussion topics around ownership.
- Future agenda item – DEI updates to our policies

**Next meeting will be June 17, 2021 at 5:30 pm.**

Jean Karpen, Board Assistant