

MINUTES

FBFC Board of Directors Meeting 2-17-22. This meeting was held online during the Covid-19 pandemic.

Meeting started at 5:35 pm and ended at 7:30 pm.

Board members present: Paul Schulman (President), Adam Bowers (Vice-President), Josh (Peyton) O'Conner (Treasurer), Christa Hamilton, Andrea Burkins, Kylie Hulver, Terra Marshall

Board members absent: Scott Campbell

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

Meeting Summary:

- Discussion of mask policy
- GM Report – discussion of the end of the mask mandate
- Monitoring Reports A Ends – move to March; B1 Financial Condition approved
- Board officer elections will take place in March
- Discussion of ownership fee and potential sliding scale
- Committee check-ins

Approve agenda: Approved with the addition of discussion of the end of the county mask mandate. Later in the meeting, it was agreed to move “Subtle Acts of Exclusion” discussion to March.

Approve minutes: Minutes of 1-20-22 approved as presented.

Discussion of mask policy – Bobby requested input on the end of the county mask mandate. Board members present are in favor of taking it slowly, continuing the mask mandate for staff for now.

Suggestions:

- Could poll owners about this issue to help make the decision.
- For shoppers concerned about unmasked staff, could set aside a few hours on one or two days per week (or some other dedicated time) in which all staff would be masked.
- Continue masks for staff for now (2 to 4 weeks) and check to see if numbers for Buncombe County trend down.

GM Report:

Discussion yielded the following suggestions:

- Have the Finance Committee meeting a little earlier in case changes in reports need to be made.
- A member of the Finance Committee should report to the Board.
- Someone other than Bobby work with Sage since she has so much anecdotal information about our finances.
- Raise the capitalization threshold from \$1000 to \$2500. It would help with tax planning. Sage checked with 4 other coops which use this figure. Paul will research and find an explanation of capitalization threshold and send to Board members. Board members will vote via email on approving this increase.

Monitoring Reports:

- **Ends** –Bobby suggested that, in the future, Board members are asked to share thoughts on this report.
 - Loyalty bot will be functioning soon. Will allow for drip marketing.
 - Education aspects were focused on staff for the past year.

- Board will await additional information requested from Sage on accounts payable before approving this report. Bobby will follow up with Sage. Consider approval of this report at the March Board meeting.
- Bobby will have Sage update the information in the Expansion receipts folder and send to Board.
- **B1 – Financial Condition and Activities** – Paul moved to approve this report. The motion was seconded and passed.

Elections: Board officer elections will take place at the March Board meeting. Paul will check with Board members regarding Board officer positions.

Discussion of ownership fee and potential sliding scale: This topic has been discussed off-and-on by the Board a number times.

Suggestions:

- Sliding scale would allow us to meet people where they are.
- Sliding scale from \$15 to \$30 per year.
- Create an option for owners to contribute to an “ownership fund” to supplement the cost of an ownership for those needing assistance.
- Options for scholarships, application process, etc. would have to be led by staff.
- One concern is probable complication of the process at the cash register.
- Create a system for a display to explain the process (to keep checkout lines running smoothly).

The Board agreed to create a committee to put together three options by the March 17 Board meeting. The committee will have Bobby & Sage review proposals for financial feasibility. The board will choose one of the three options. Committee members are Adam, Christa, and Terra.

Committee check-ins:

- Elections – we have one Board applicant, Kitty Love. Invite her to come to the March Board meeting.
- Auto-reply for main Board email address – The executive committee recommends expanding the Board budget to cover the transfer of everything to Google. Board agreed. Peyton and Paul will see that the transfer is complete, and everything is set up by the March Board meeting.
- Board testimonials – Christa and Terra are still working on these.
- Communication to owners re Board meetings – Paul will follow up on this.

Agenda items not covered or unfinished: Book discussion “Subtle Acts of Exclusion”

Additional items for next month’s agenda:

- Election of Board officers
- Future agenda item – consideration of inserting DEI into our policies

Next meeting will be March 17, 2022, at 5:30 pm.

Jean Karpen, Board Assistant