

## MINUTES

FBFC Board of Directors Meeting 3-17-22 This meeting was held online during the Covid-19 pandemic.

Meeting started at 5:33 pm and ended at 7:37 pm.

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

**Board members absent:** none

**Others present:** Bobby Sullivan, General Manager (GM); Jean Karpen, Board assistant; Owners – Kitty Love

### Meeting Summary:

- Monitoring reports approved: A Ends Policy and B2 Planning and Budgeting
- Board Development – discuss “Subtle Acts of Exclusion”
- Board officers elected
- Proposal for Ownership fees presented
- Committee check-ins
- Kitty Love appointed to the Board

**Approve agenda:** Motion by Peyton to approve the agenda as presented. Motion approved.

**Approve minutes:** Motion by Adam to approve the minutes of 2-17-22. Motion approved.

**Owner Comments:** Kitty Love has applied for a Board position and spoke briefly about why she is seeking a Board position and what skills she would bring to the Board. She has experience in nonprofit management with “Arts To People” and the “Asheville Area Arts Council.” She has managed staff, has been active in local civic work with the city of Asheville. She is interested in the fabric of downtown culture and trying to deep a balance between tourism and the interest of locals. She feels a healthy food system should be the backbone of a healthy community and economy. “The co-op is the most successful entity in terms of moving that philosophy forward. Putting my energy toward this is the right thing for me.”

### GM Reporting:

Masks are now optional for staff; staff will have a mask ready if asked by a customer to wear one.

Draft Business Plan has been distributed to Board and managers. Will be sent to all staff. Bobby would like to finalize by the April Board meeting.

Digital invoicing has been instituted. Products are automatically coded to the proper department. This will make the process more streamlined.

### Monitoring Reports:

- Ends Policy A – Paul moved to approve the report. Motion was seconded by Scott and was approved.
- Monitoring Report B2 Planning and Budgeting – Christa moved to approve the report. Motion was seconded by Adam and was approved.

Board members are asked to read the Business Plan and provide feedback to Bobby by April 14.

**Board Development:** Discussion of chapters 7 & 8 of “Subtle Acts of Exclusion – How to Understand, Identify, and Stop Microaggressions.”

**Board Officer elections:** Election of officers – the following nominations were made and seconded:

- Adam Bowers – President
- Kylie Hulver – Vice-president
- Christa Hamilton – Secretary

All nominations were approved and the new officers elected.

- Peyton O’Conner – Since we did not have an election in 2021, the Board voted to extend Peyton’s term on the Board by appointing her to the Board until the next election (current term would have ended after the 2021 annual meeting). She will remain as Treasurer.

**Discussion of possible Sliding Scale for Ownership:**

Recommendation from the committee is to offer the following options for ownership:

- \$12.50 per year, paid over a period of up to 20 years
- \$25.00 per year, paid over a period of up to 10 years (current set-up)
- \$250.00 paid upon application for a fully paid ownership

Discussion points:

- How would cashiers present these options at the register, particularly during ownership drives?
- Create a flier to explain options and distribute at checkout, staple to receipt.
- Look into including a statement on the receipt, “As an owner, you saved....”
- The committee also looked at ways to include DUFEB (Double-up Food Bucks) participants in ownership.
  - Suggestion is to have sponsored ownerships and create a fund to pay for those ownerships.
  - Have a campaign, starting in November, whereby owners can “buy” a coupon (or something similar) to contribute to this fund.
  - Board could allocate funds from its budget to contribute to this fund.
  - Suggestion that these ownerships be considered fully paid at \$15.00 (minimum required by the bylaws). Bobby will research the legality of this.

**Committee check-ins and miscellaneous updates:**

Paul will set up auto-reply for emails, now that we have Google Workspace in place.

Board testimonials – Christa and Terra are still working on these. Paul will write one as out-going president.

Letter to new owners has been sent out.

Notice to owners about attending virtual Board meetings was included in the March 16 marketing email.

**Paul moved to appoint Kitty Love to the Board.** Terra seconded and the motion carried. Kitty will be on the ballot at the next election of Board members by owners.

Bobby will research the date the co-op moved into our current space.

**Additional items for next month’s agenda:** In-person Board meetings.

**Next meeting will be April 21, 2022 at 5:30 pm.**

Jean Karpen, Board Assistant