

MINUTES

FBFC Board of Directors Meeting 8-18-2022. This meeting was held online during the Covid-19 pandemic.

Meeting started at 5:31 pm and ended at 8:02 pm.

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

Board members absent: none

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

Meeting Summary:

- Monitoring Report B1 – Financial Condition and Activities was approved
- Discussion to consider DEI (Diversity, Equity, Inclusion) language in policies
- Annual Meeting updates
- Update on campaign to offer ownerships to DUFB (Double-up Food Bucks) participants
- Executive session

Approve agenda: Terra moved to approve the agenda. Motion was seconded and approved.

Approve minutes: Board members requested a more complete account of the discussion of Monitoring Report B-7. Kylie requested that she be named as the dissenting vote on B-7.

Those revisions will be made and a vote on approval of the 8-18-22 meeting minutes will be via email.

Owner Comments: Scott raised question about owner comments at Board meetings. How are members informed that they can attend Board meetings and make comments? Though the information is available in several places, it was agreed that the information can and should be made more prominent. Adam will see that additional information is listed on the “Meetings and Minutes” page of the Board web page. There was a suggestion to put a QR code on the bulletin board near Board member photos which will take owners directly to the meeting link.

Monitoring Reports:

B1 Financial Condition and Activities

Discussion: Scott asked if the vendor payments issue has improved with the new system that was put in place. Bobby responded that there are still some problems with HBC, but the new system is working well. It is the responsibility of the department managers to make sure invoices are handled properly.

Paul moved to approve the report. Peyton seconded and the motion passed.

There was a brief discussion of the welcome letter to new owners which was included in Bobby’s FYI report. Bobby will reformat the letter to eliminate awkward sentences.

DEI discussion: We have talked about inserting DEI language into our policies, particularly the Global Ends policies. More thought and discussion is needed as to exactly what we want to achieve, what impact or outcome we are looking for.

Points to consider:

- Looking for diversity on the Board – how do we recruit from a DEI vantage point?
- Directing Bobby to make efforts that will have an impact in the store

- What do we need to do in preparing to change this policy? Training offered by Columinate, perhaps?
- Bobby gave an example of NCG's policy changes, which required a lot of work on the part of the NCG Board before they felt comfortable to make changes.
- Our "Community Ends" policy is a place where DEI shows up – we've done a fair amount to change things in that regard. We employ affirmative action.
- Keep in mind what's possible. Owners will be looking at these policies and how they are being followed.
- Make sure it's not just words – make sure the policies are actionable.
- Scott suggested looking at "GuideStar" program which provides ratings for nonprofits. We might want to look at their guidelines as we make our plans.
- Tap into local community organizations such as RJC (Racial Justice Coalition) or CIMA (act for immigrants' rights in WNC) for ideas as to how we can be more engaged with the local community.

An ad hoc committee comprised of Scott, Kitty, & Christa (with help from Kylie & Paul) will begin work on next steps to proceed with inserting DEI into our policies and practices.

The committee will:

- Bring ideas for next steps as to what we want to do regarding DEI.
- Pull together resources, reach out to local organizations in recruiting for Board, seek advice on policies and/or what local organizations see as stumbling blocks - look at why the co-op isn't more diverse.
- How do we change our Global Ends policy?
- Create an inventory of what we are currently doing (readings, sliding scale ownership, updated to gender-neutral pronouns).
- Later, as we progress, how do we monitor Bobby & how do we change monitoring reports?

Annual Meeting check in:

- Review draft language for notification to owners.
- Christa will coordinate with Amy to contact Dave Anderson (with Dr. Bronner's) about supplying goodie bags for the meeting attendees.
- No DEI presentation but could give a brief introduction to the work we plan to do. It could be a way to raise interest/participation among owners. Invite owners to attend Board meetings to be part of this discussion.
- Suggestion – sharing time for old photos/co-op experiences.
- We will have owner comments in the chat and have a Board member read comments at the end.
- Use Zoom registration rather than Eventbrite.
- Adam will work with Jean to get a Google phone number that can be used for registration and troubleshooting.
- Adam will put together all info for Board approval at the Sept. meeting.
- Deadline for accepting Board applications will be October 17.

Board Development: "Cultivating Food Justice"

- Read Chapter one for discussion at Sept. meeting.
- Bobby contacted the author via Facebook and may ask her to join us online at some point.
- Board agreed to read one chapter per month in September & October, then increase to two chapters per month.

Campaign for DUFB participants to become owners:

- Will introduce the campaign to owners at the annual meeting.
- Suggested title for campaign – “Rising Tide Campaign” – no firm decision
- Goal is to get 144 ownerships paid for at \$12.50/year.
- Publicity & updates
 - Paint a cornucopia on a front window
 - Request donations of \$1, \$3, or \$5 (PLU code at register). For each donation, add a cut-out (fruit or veg with donor’s name) to the cornucopia & watch it grow.
- Adam – To draw attention, use bright colors and use a photo of a person looking at & pointing to info.
- Timeline
 - Campaign would run from November 1 to 30, 2022.
 - Participation would open on Jan. 1, 2023.
- Scott challenged the Board to supplement the fund, if needed, so that each DUFB participant’s ownership fee is covered.

Miscellaneous:

- Bobby will post the Board email on the bulletin board.
- We moved into our current space in 1990. Purchased in 1997.
- Newsletter needs a few small tweaks and should go out to owners within a week.
- QR codes on receipts are not possible.

Executive Session

Items for next month’s agenda:

- Finalize all plans for annual meeting
- Possible brief report from DEI committee
- DUFB campaign update

Next meeting will be 9-15-2022 at 5:30 pm.

Jean Karpen, Board Assistant