

MINUTES

FBFC Board of Directors Meeting 10-20-2022. This meeting was held online during the Covid-19 pandemic.

Meeting started at 5:37 pm and ended at 7:38 pm.

Board members present: Adam Bowers (President), Christa Hamilton (Secretary & Treasurer), Andrea Burkins, Terra Marshall, Kitty Brown (Love)

Board members absent: Paul Schulman, Kylie Hulver, Scott Campbell

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

Meeting Summary:

- Monitoring Report B9 GM Succession approved
- Store updates
- Board Development – reading
- Annual Party (Meeting) plans finalized
- Board elections discussed
- DUFBI campaign

Approve agenda: Kitty moved to approve the 10-20-22 agenda. Christa seconded and the motion was approved.

Approve minutes: Andrea moved to approve the minutes of 9-15-22. Terra seconded and the motion was approved.

Owner Comments: none

Monitoring Reports: B9 Emergency GM Succession was discussed. Adam and Terra expressed concern that Dyllan Simmons (current GM successor) is not present at tonight's meeting. The Board would like to be more familiar with Dyllan and would like to have him attend a Board meeting. Bobby will see that he attends a Board meeting soon.

Andrea moved to approve the report. Terra seconded and the motion carried.

Store updates:

- The union accepted Bobby's proposal for the new contract. Entry level wage is now \$16. Food credit rather than money, as part of the wage, has been discontinued.
- Manager trainings are happening. Managers now have a DEI training bundle.
- We have hired Youth OUrTright to do two all-store trainings in January & February
 - 101 is "Gender and Sexuality"
 - 202 is "Creating a Gender-Affirming Environment"
- We have a new HBC manager – Mary Littlebrave
- FBFC was recently identified as a top performer according to CoMetrics (a national co-op database for financial figures). For Q3, 2021 through Q2, 2022, we were the top performer in our category, small stores.

Board Development:

The Board discussed chapters 3 and 4 of "Cultivating Food Justice."

Annual Meeting planning:

Agenda for the Annual Meeting (Party) was finalized.

- Paul will handle tech for the meeting.
- We will have 2 slide shows – one for general store photos and one for photos of staff members.
- Adam – welcome remarks
- Board introductions – name your favorite local product and tell why you joined the Board.
- GM address & expansion update
- Christa will introduce DUFEB ownership campaign.
- Andrea will read owner comments.
- Board candidates may introduce themselves briefly. Adam will create a slide with all candidate names and will give a brief description for those who are not present at the meeting.
- Costume contest – create a text chat for voting on winner.
- Slide show honoring staff.
- Honor Paul and Peyton as they exit the Board.
- Dr. Bronner's goodie bags for attendees will be available in the store after the meeting.
- Adam will draft a reminder email to owners encouraging them to register.

Board elections:

- Board members reviewed and vetted all candidates for possible conflicts of interest.
- Adam will reach out to all candidates with information about the Annual Meeting and how the election will run.
- Currently, five seats are open, including two incumbents, Christa and Kitty.
- Plan to get the ballot out via email the week after the meeting and run voting for 30 days.

DUFEB campaign update:

- Cornucopia has been painted on a store window.
- Christa will introduce the campaign to cashiers.
- Christa is empowered to choose an alternate name for the campaign.

Additional items for next month's agenda:

- DEI – future agenda item
- February – GM contract renewal

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

Jean Karpen, Board Assistant