

## MINUTES

FBFC Board of Directors Meeting 11-20-14

Meeting started at 5:32 pm and ended at 8:07 pm.

**Board members present:** Justina Prenatt (President), Danielle Goldstein (Vice President), Bob LeRoy (Treasurer), Sarah Oram, Alanna Hibbard, Pauline Heyne, Kelly Fain, Josh Littlejohn, Rosemary Fletcher, Daav Wheeler.

**Board members absent:** Jennifer Heeder (Secretary)

**Others present:** Bobby Sullivan, General Manager (GM); Clare Schwartz, Outreach Coordinator); Kitty Love - LAAFF (Lexington Avenue Arts & Fun Festival); Aaron Johnston (Arts to People); Jean Karpen, Board assistant; Owner – Rusty Sivils

### Meeting Summary:

- Review schedule for Board retreat
- Presentation by Kitty Love about LAAFF
- Monitoring Reports reviewed and approved – 2.3, 2.5, 2.7
- Review of Staff Survey results
- Plan for Board education for next quarter
- Worker owner policy approved
- Development committee update
- Community Committee – cooperative drive
- Executive Session

### Calendar Dates:

- December 13, 2014 – Board Retreat, 10:00 am to 5:00 pm
- January 24 – Presentation by Lindsay Majer on food insecurity, details to follow
- January 24 – CBLD 101 (Cooperative Board Leadership Development) at NC Arboretum
- February 15 – Tentative date for “meet & greet” for owners
- March 28 – Co-op Cafe at NC Arboretum

**Approve Agenda:** Agenda was approved as presented

**Minutes of October 16, 2014,** were approved with the following correction. Under “Committee Reports” “Finance Committee”, original wording, “ Our bylaws require an annual audit...” Change to “ Our bylaws require an annual audit or review...”

**Owner Comments:** Rusty Sivils – see attached

Jean Karpen reminded that we are not a 501(c)(3) nonprofit and we should be mindful of our use of terminology that may be misleading.

**Presentation on LAAFF:** Kitty Love presented information about the LAAFF manifesto, which she offered to email to Board members, if requested. A discussion followed about how the co-op might become involved and have a significant presence at this event, possibly even as a sponsor, possibly helping to set up workshops/speakers. It could be a good way to creatively present information about the co-op, beyond just setting up a booth. The date for the 2015 festival is Sept. 6.

**Monitoring Reports:** 2.3 Financial Condition and Activities, 2.5 Asset Protection, and 2.7 Compensation and Benefits were reviewed. All reports were deemed reasonable and acceptable.

**Staff Survey Results:** Results were sent to Board members via email prior to the meeting. (Winner of the \$100 gift certificate is Clay Fielding.) Survey results were overwhelmingly positive. Five managers and 19 other staff members responded to the survey. Discussion points:

- CDS (Cooperative Development Service) does not recommend that Boards do staff surveys.

- Some feel this data is valuable in evaluating the GM.
- Suggestion to have a third party administer the survey. (In the past, CDS did the staff survey and distilled the responses; that created a problem at that time.)
- Interested in the “additional comments” which the staff want the Board to know.
- Suggestion that the staff survey fall to the documents committee.

**Board Education for next Quarter:** Theme is “Understanding the Communities of Asheville.” Discussion will take place at the March Board meeting. Josh, Danielle & Rosemary will find/prepare reference materials, resources, etc. for this discussion by the January meeting. It was suggested that we have a more interactive approach to discussions – something other than just readings – possibly inviting speakers or watching a video.

**Committee Reports:**

- **Finance Committee:** It has been strongly recommended that we not do a financial review each year. The committee will work on a revision to Article VII of the bylaws to address this issue.
- **Worker Owner Committee:** The following worker owner policy was approved:
  - *The GM shall not fail to support and maintain a worker owner program with the intention of adding value to the co-op and co-op’s community of owners while respecting and not compromising the interests of the co-op’s staff.*
  - Worker owner orientation will be held the fourth Friday of each month.
- **Development Committee:** The committee has reviewed previous consumer surveys for ideas. A new consumer survey will be done by the end of November. There will be a survey question to determine if shoppers want local non-organic produce. This question is part of a larger discussion, “How are we being of service to the whole community?” We need to find ways to get the community involved in a wider discussion, educational ideas, what is healthy not just for people but for the planet.  
Will meet again prior to the retreat. Josh will send out a meeting poll.
- **Community Committee:**
  - The original plan was to have a cooperative drive, involving other local cooperatives. It has been difficult to engage other cooperatives, so we will focus on “nourishing foods”, taking donations at the register, rounding up to a dollar amount. Possibly engage Manna Food Bank as recipient. Justina will prepare an article for the Buzz about this drive.
  - Plan is to do a series of events/lectures on topics of interest to owners. Pauline has created a Google Drive document where we can recommend co-op event speakers.

**Executive Session was held.** GM contract was signed. Secretary and President will hold copies of the contract.

**Next Meeting will be January 15, 2015 at 5:30 pm.**

Respectfully submitted,  
Jean Karpen, Board Assistant