

## DRAFT MINUTES

FBFC Board of Directors Meeting 8-21-14

Meeting started at 5:35 pm and ended at 8:07 pm.

**Board members present:** Justina Prenatt (President) (via phone), Bob LeRoy (Treasurer), Alanna Hibbard, Pauline Heyne, Kelly Fain, Josh Littlejohn, Danielle Goldstein, Daav Wheeler

**Board members absent:** Jennifer Gustafson (Secretary), Sarah Oram, Rosemary Fletcher,

**Others present:** Bobby Sullivan, General Manager (GM); Clare Schwartz (Outreach Coordinator), Jean Karpen, Board assistant; Owner – Rusty Sivils

### Meeting Summary:

- Board officers elected
- Committees reviewed and updated
- Review of ideas for Board study & Seasonal themes
- Update from Clare Schwartz, Outreach Coordinator
- Scoop article assignments will be done via email.

### Calendar Dates:

- Wednesday Sept. 3 – Community Committee meeting, 5:30, Dobra Tea
- Sunday, Sept. 28 – Owner pot luck
- Saturday, Dec. 13 – Board retreat

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

**Minutes of 7-17-14** approved as presented

**Owner Comments:** Rusty read a written statement reiterating his concern that FBFC is not succeeding at being a co-op - with no real democratic governance, no meaningful worker owner program, there is no real benefit to being a member. He wants to know if owners have any real needs that the co-op could be meeting.

### Election of Board officers:

- President: Justina Prenatt
- Vice President: Danielle Goldstein
- Secretary: Jennifer Gustafson
- Treasurer: Bob LeRoy

**\*\*Note:** It was suggested that, in the interest of democracy, we should choose officers from among Board members who have been elected by owners (rather than appointed) to the Board. This will be referred to the Documents Committee for inclusion in the policy manual.

**Committee Update & Review:** It was agreed that meeting polls will be sent to the entire Board so that all may have the opportunity to participate. In general, if at least 3 Board members can attend a committee meeting, the meeting will proceed as planned.

**\*Note\*** It is a requirement that each board member serve on at least one committee.

- Documents Committee: Justina (chair), Bob, Alanna, Jennifer (Consider including owners who have worked on this committee in the past – Cicada Brokaw, Bette Jackson, Morna Childers)
  - This committee has not been active lately. Consultant, Mark Goehring, suggested that we work on policy updates at the next Board retreat. Justina & Bob have been compiling policy updates that need to be addressed. We will begin work on these at the December retreat, and then the committee can proceed with updating the policy manual. It is recommended that the Policy Manual be updated in an ongoing way, several times a year. The committee should have semi-permanent membership, as it is difficult for new members to become familiar with the myriad issues.

- Justina proposed that the committee meet once per month (Sept, Oct., and Nov.) to consolidate the information she & Bob have been compiling, in preparation for working on it at the Dec. retreat.
- Community Committee: Pauline (chair), Sarah, Justina, Danielle, Daav, Josh, Clare
  - It is important that this committee meet monthly. When working on a particular event, may need to meet more frequently. Next meeting is scheduled for Wed. Sept. 3 at 5:30, Dobra Tea.
- Development Committee: Josh (chair), Justina, Bobby, Bob, Kelly, Danielle, Daav, Sage Turner
  - Will meet in September.
- Election Process Committee: Jean (chair), Justina, Alanna, Bob, Danielle
  - This committee has a role in making sure we stay on track with the election time line we created, so most of the work is between January and June.
- Worker Owner Committee: Danielle (chair), Bobby, Clare, Daav, Ed Mayer
  - Has not met since Dec. 2013. Need to meet now to get feedback on how the program is going. There are a number of issues which were discussed and need to be addressed. It was suggested that the issues be discussed in depth by the committee rather than the Board. Issues include:
    - Weigh cost benefit to co-op.
    - Make it sustainable.
    - Need to create policy so GM will know what is expected.
    - Are there a number of people displaced who want to get back in to the worker owner program?
    - Before most recent changes, the program worked great for workers, not for the store – workers showed up and left at random times or did not show up at all.
    - Need to log number of hours people are working.
    - Some worker owners don't want to do certain jobs, don't want to work certain days
    - Workers should work independently & not engage staff in order to be beneficial to the co-op.
- Finance Committee: Bob (chair), Sarah, Kelly
  - The committee has not met since the audit.
- Executive Committee: Justina, Danielle, Jennifer, Bob
  - Will meet in September for 3<sup>rd</sup> quarter and again in December for 4<sup>th</sup> quarter.
- GMO Committee (ad hoc): Daav (chair)
  - Daav would like to have more Board participation. Plans to have staff and owner participation. Consider involving students as well.
  - First step is to complete an audit of co-op products to determine the extent of GMOs in our store. Committee will then report to GM and Board so we can make an informed decision about how to address this issue. Do we want to label GMOS, publish a guidebook?
  - Hopefully, this will function both as outreach and education.

#### **Review of Ideas for Seasonal Themes for Board work/Marketing/etc.:**

- September – Nourishing Community
- October to December – Cooperation Among Community Partnership
- January to March – Understanding Communities of Asheville
- April to June - Pollinators

#### **Review of Ideas for Board Study:**

- Suggestion to have someone come & give a presentation on a particular topic.
- Read about Asheville Buncombe Food Policy Council (ABFPC) <http://www.abfoodpolicy.org/>
- Suggestion to attend the ABFPC Meeting of the Whole (next meeting is not yet scheduled).

- Ask a representative of ABFPC to come to a Board meeting.
- Daav will contact Sarah about a chapter or section of the book "Together at the Table" which may serve as a basis for Sept. study topic, "Nourishing Community." Also, research an article as a back up reference.

**Outreach Coordinator update – Clare Schwartz**

- Focusing on events, worker owner program, and website.
- Pot lucks will be held quarterly, some to feature outdoor grilling.
- Continue Urban Homesteading Fair
- Considering renting out or possibly showing “foodie” movies. (The movie “GMO-OMG” will be screened at AB Tech on September 29.)
- FBFC will be involved with the Wine & Food Festival, LEAF, Organic Growers' School, Organicfest.
- Regarding food donations, Clare has an application packet for requests for donations. We tend to go to organizations or community non-profits first. This might include community events concerning organic agriculture, food safety & security, undernourished children.
- Calling owners – Is it OK for worker owners to do this? Pauline will draft a script for calls and will send to Clare. Ask for ideas/suggestions about where our donations should go.

**GM Report:** Report was emailed to Board members prior to the meeting.

Bobby will proceed with administering the staff survey. Board will have access to see all results. It was suggested that, in the future, we use a more secure format rather than using Google. It is important for the Board to set parameters for the future regarding staff surveys. GM suggests that the survey should not be anonymous.

**Scoop articles:** Kelly will send an email asking Board members to sign up for a month in which to write an article for the newsletter.

**Agenda items not covered or unfinished:** Monitoring Report 2.3 review

**Next Meeting will be October 16, 2014 at 5:30 pm.**

Respectfully submitted,  
Jean Karpen, Board Assistant