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Office of the Minnesota Secretary of State
Minnesota Public Benefit Corporation / Annual Benefit Report
Minnesota Statutes, Chapter 304A



Read the instructions before completing this form
Must be filed by March 31
Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.
Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. Corporate Name: (Required) Flava Cafe General Benefit Corporation

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

See document Attached.

4. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

[Signature]

Signature of Public Benefit Corporation's Chief Executive Officer

4/4/2023

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

INFO@FLAVACAFE.ORG

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

La'Shante Fringsby | (451) 538-7472

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No



Annual Benefit Report
of
Flava Café
A Minnesota General Public Benefit Corporation

March 22, 2023

Flava Café GBC was incorporated on July 28th, 2020, as a General Benefit Corporation under Minnesota's Public Benefit Corporation Act (the "Act"). Pursuant to Section 304A.101 of the Act, Flava Café's general public benefit purpose as stated in its Articles of Incorporation is:

- **Mission:** To build community and radical imagination through coffee and service that eliminates disparities for Black girls and gender expansive youth one latte at a time.
- **Vision:** To cultivate a cafe culture that curates a safe space for imagination, authentic identity, and community building.

Our Board of Directors has selected the following independent third-party standard:

B-Lab Impact Assessment in consultation with the independent evaluation consulting firm Coco Canary Consulting, LLC.

Our Board of Directors used the following process to choose our enumerated third-party standard:

The Board, along with co-consultant Coco Canary Consulting, reviewed existing impact assessment tools and discussed the strengths, weaknesses, and costs for each option.

Our Board of Directors determined to use this third-party standard because:

The Board of directors selected the third-party because B-Lab has a proven track record of providing free and/or affordable credible standards and comprehensive performance measurements for social-minded businesses.

The B Corp third-party standard identified and selected by our Board for this report will be used for future annual reports. This third-party standard is being applied in a manner consistent with the third-party standard's application.

With regard to the period covered in this report, January 1, 2022 to December 31, 2022, Flava Café GBC pursued the general public benefit purpose stated in its Articles of Incorporation and elucidated by the third-party standard in the following ways:

From January 2022 – June 30, 2022, Flava Café was not actively operating in a brick-and-mortar location due to buildout construction. The brick-and-mortar location opened in July 2022 where we provided goods and/or services to the community in the forms listed below.

- Participated in community service opportunities through in-kind donations of goods, such as coffee, and merchandise/apparel giveaways. As well as presented on panels and for youth groups.
- Strategically partnered with vendors, businesses and entrepreneurs of color, social impact driven organizations and nonprofits across the Twin Cities Metro Area committed to gender and racial equity, such as YWCA St. Paul, Gus Dean Coffee, Gone Bananas LLC, Neighborhood Development Center (NDC), Springboard for the Arts, Rondo Community Library, Irreducible Grace Foundation, and many others.

The following is a description for how we believe Flava Café succeeded in achieving the goals of our specific public benefit purpose:

- Successfully opened a brick-and-mortar location in Saint Paul's Frogtown neighborhood, a historically diverse community that has been home to communities and businesses of color for generations.
- Successfully partnered with Right Track and HIRED as youth employer partners for our internship program to provide employment opportunities for youth of color from low-income households across the Metro Area.
- Provided part-time employment to four youth of color, who also hold identities in the LGBTQIA, African American, Asian American/Pacific Islander communities.
- Fostered relationships with local community members, leaders, youth, and entrepreneurs in the social impact field through mutual marketing/outreach efforts and programming.
- Applied and received funding through Ramsey County Biz Recycling to invest in BPI and recyclable products that support the environment. Also, invested in recycle and compost bins for both internal and external collection.



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OFFICE OF THE SECRETARY OF STATE
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Steve Simon

Steve Simon
Secretary of State