



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. File Number

2. Corporate Name: (Required)

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

4. 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)

5. 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 of Public Benefit Corporation's Chief Executive Officer

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:

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:

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

Print

Reset



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

January 30th, 2024

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 2023 – December 31, 2023 Flava Café 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 and academic institutions.
- Provided in-kind space donation to local art-based organization, TruArt Speaks to cultivate literacy, leadership, and social justice through the art forms of spoken word, hip hop culture and radical imagination through creative expression.
- 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 Women’s Foundation MN, Black Collective Foundation MN, Gus Dean Coffee, Gone Bananas LLC, Neighborhood Development Center (NDC), Springboard for the Arts, Rondo Community Library, Irreducible Grace Foundation, Brown Body and many others.
- Provided mentorship and job shadowing to New Americans, Refugees and Immigrants pursuing careers in the hospitality industry through partnership with International Institute of Minnesota.
- Adopted Free Little Library to expand access to quality and culturally relevant books for all. The LFL helps empower readers, build community through literacy and inspires readers across various backgrounds. LFL books are free for readers which provides the opportunity for readers to discover their interest without conditions, such as time, space or privilege.

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

- Successfully partnered with the City of Saint Paul’s Right Track program as an employer partner. Flava hosted four youth interns for a 12-week work experience opportunity as baristas/cashiers. Internship opportunities are provided for youth of color ages 14-21 from low-income households residing in St. Paul.
- Fostered relationships with local community leaders, organizations, and entrepreneurs in the Saint Paul/Frogtown community.

- Continued investment and in house education on recycling and compost management through the Ramsey County Biz Recycling grant program. We also upgraded recycling and compost bins for both internal and external collection, including recyclable and compostable dinnerware for customers.
- To support our mission around environmental sustainability by reducing food waste we partnered with Too Good To Go, to repurpose surplus food for a reduced cost to the community. Too Good To Go is a certified B Corp social impact dedicated to saving food that is too good to go, which provides meals and/or groceries to participants/customers at an affordable rate.
- In partnership with Sheletta Makes Me Laugh, hosted an event to increase awareness of heart health accompanied with blood pressure checks for attendees conducted by a certified nurse.



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OFFICE OF THE SECRETARY OF STATE
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Steve Simon

Steve Simon
Secretary of State