



Board Meeting Minutes
Wednesday, September 9, 2015
APPROVED

Present: Gwyneth Bowman, Joanie Kintscher, Stephen Sendar, Gary Einhorn, Julie O'Dwyer, Jeff Golden, Ian Crosby.
Others Present: Emile Amarotico, General Manager; Ken Crocker, Facilitator; Abby Lazerow, Board Administrator.

The meeting was called to order at 6 p.m. by Ken Crocker.

	ITEM DESCRIPTION	DISCUSSION	ACTION	FOLLOW-UP
1.	Positive Affirmation	<ul style="list-style-type: none"> o Julie O'Dwyer led the positive affirmation. 		
2.	Announcements, Calendar of Opportunities & Expectations	<ul style="list-style-type: none"> o The Employee Christmas Party will be held on December 5, at the Ashland Armory. The theme is "south of the border." o The Board Christmas party will be held on December 9. Julie will organize the party. o Love Local Week is September 11 to September 20. o The Harvest Festival will be a family-friendly event. It will be held from 2-5 p.m. on October 17. o Dr. Vandana Shiva will speak at SOU on October 14. o The Cooperative Cafe will be held in mid-October. o The Climate Change kick-off will be held in October. SOU, OSF, and the Geos Institute are working to initiate ways to help the City of Ashland reduce energy usage. 		<ul style="list-style-type: none"> o Ken will be out of town in November.
3.	Owner Forum	<ul style="list-style-type: none"> o Al Karger, owner # 2995, recently compared prices on his Co-op shopping list at Shop 'n Kart. While some prices were less at Shop 'n Kart, he said the Co-op had better selection. o The Board appreciated Al's help at the Annual Meeting. 		
4.	Agenda Review	<ul style="list-style-type: none"> o Done. 		
5.	Consent Agenda	<p>Consent Agenda:</p> <ul style="list-style-type: none"> o August 12, 2015 Board Meeting Minutes o August 12, 2015 Executive Session Minutes o Owner Engagement Focus Groups Executive Summary 	<ul style="list-style-type: none"> o The Board unanimously approved the consent 	



		<ul style="list-style-type: none">o Strategic Planning Steering Committee Chartero Finance Report, June 2015o Newsletter Calendar, 2015-2016o Positive Affirmation Calendar, 2015-2016 <p>o The Board unanimously approved the consent agenda.</p>	agenda.	
6.	Electronic Voting Update	<ul style="list-style-type: none">o The Co-op cannot use electronic voting until the legislature makes changes to the laws for Oregon cooperatives. Jeff contacted Representative Peter Buckley and asked if he could look into the issue. Rep. Buckley contacted the Oregon legislature's legal office and thought the legislative change might happen in 2016.o Jeff will contact Rep. Buckley to discuss next steps. His findings will be brought to the Executive Committee meeting in October.		<ul style="list-style-type: none">o Jeff will discuss next steps Peter Buckley.
7.	Strategic Planning Steering Committee Update	<ul style="list-style-type: none">o Christina sent out recent minutes of the Strategic Planning Steering Committee. Her minutes were appreciated.o The Committee came up with names of prospective owner candidates to be initiative champions. Each champion will have an operations employee to partner with. The goal is to select the initiative champions and have them attend the October SPSC meeting.		
8.	Health Care Expenses Trend	<ul style="list-style-type: none">o Recent financial reports indicate the area that is most affecting the capacity to meet budget is health care costs which in 2014 rose to 5% of sales, up from 3% in recent years. Projections indicate this trend is continuing in 2015.o The Co-op is self-insured, and there were some exceptional claims this past year.o HR Manager, Sharon Van Duker has been gathering data and will meet with our health care insurance broker to find out how to best reduce costs while still providing for employee health care needs.		
9.	GM Report	<ul style="list-style-type: none">o Emile is looking for a contractor to oversee the restroom renovation. If the work is not done this fall, the target will be		



		<p>next spring.</p> <ul style="list-style-type: none">○ Construction for the outdoor break area is set to begin soon.○ Existing fluorescent lighting in the cold display cases were recently replaced with LED lighting. Staff members are now investigating placing LED lighting throughout the store. The potential energy savings are very compelling.○ The Bargaining Unit agreement has been affirmed and went into effect September 1. 70 employees voted for the contract and 15 voted against.○ Emile will be at the NCG conference next week.○ The management teams of the Medford and Ashland Food Co-ops met recently and participated in a stimulating leadership workshop.○ Produce Manager Barry Haynes will receive the Oregon Organic Coalition's Award for Excellence. He has served our Co-op for almost twenty years.○ Representatives from the Boards of MFC and AFC will meet on Friday.○ NCG recently conducted a brand assessment, a customer experience audit. Emile will review the NCG report results with the MT.○ Emile's reports were appreciated by the Board.		

The meeting was adjourned at 6:51 p.m.