



Ashland Food Cooperative
Board of Directors Meeting
June 11, 2014
APPROVED

Board members present: Gwyneth Bowman, Joanie Kintscher, Ed Claassen, Phil Johnson, and Sheila Carder.
Employees present: Emile Amarotico, General Manager. **Others:** Ken Crocker, Professional Facilitator; Abby Lazerow, Board Administrator. **Absent:** Charlie Douglass, Gary Einhorn.

The Meeting was called to order at 6:05 p.m. by Ken Crocker.

AGENDA ITEM	DISCUSSION POINTS	ACTION	REMINDERS/ FOLLOW UP
Positive Affirmation	<ul style="list-style-type: none"> • Ed Claassen led the positive affirmation. 		
Announcement and Training Opportunities	<ul style="list-style-type: none"> • Gwyneth shared an article from Healthy Living Magazine about the Co-op. • The Outreach Committee will begin creating a quilt featuring logos from Co-ops throughout the US. • Emile reported the Medford Co-op's first annual picnic was very successful. Sales at MFC have grown by 7.5% this year. • ScienceWorks is excited to host the Co-op's picnic at their venue. • Eight Dollar Mountain will perform at the OSF Greenshow next Wednesday. • Directors were reminded to attend the annual meeting on June 22. 		Ed volunteered to help set up for the annual meeting.
Owner Forum	<ul style="list-style-type: none"> • There were no owners present. 		
Agenda Review	<ul style="list-style-type: none"> • Done. • The new Director Orientation guide was appreciated. 		

Consent Agenda	<ul style="list-style-type: none"> • May 12, 2014 Board Meeting Minutes • May 12, 2014 Executive Session Minutes • GM Report, June 2014 • Outreach Report, June 2014 • Finance Report, June 2014 • New Director Orientation Guide, June 2014 	The consent agenda was unanimously approved.	
Results of Vote by Mail	<ul style="list-style-type: none"> • On May 23, 2014 the Board of Directors voted to extend the stipends of outgoing directors Sheila Carder, Phil Johnson and Ed Claassen to participate in the Strategic Planning Process and to mentor new Directors through August 2014. 		
GM Report	<ul style="list-style-type: none"> • Three electrolyzed water units have come in, yet none have been suitable. A fourth unit was received this week and appears to be working well. The issue may have been in the packing and shipping of the units. • The employee contract was sent to the legal team and returned with only one item in question. The goal of the EA has been that all non-management employees be part of the bargaining unit. However, national labor laws stipulate that supervisors cannot be part of the bargaining unit. Our attorneys are investigating other possible options. • Managers cannot speak with employees about how to vote. A vote is anticipated in mid-July. • Once the EA contract is finalized, Board approval will be needed. • There is much excitement about trainings available for the management team. Zack and Emile will be going to Bellingham, Washington for a multi-store workshop. • Sales are up 2.3 % from last year. 		The Board will receive the final draft of the contract before the end of June and will vote by mail.
Employee Director Report	<ul style="list-style-type: none"> • All is going well at the store. Employees are looking forward to voting on the contract. It is expected to be ready by the beginning of July. • There is much work and coordination for the Deli remodel. • There are many new employees in the front end of the store. 		
Proposals to Increase Number of Board Directors	<ul style="list-style-type: none"> • After considering whether having seven Board directors is optimal, the Board Development Committee made three proposals to the Board. • <i>Proposal #1: Retain the current number of directors at 7.</i> • The Board unanimously agreed to retain the number of directors at 7. • <i>Proposal #2: When standing committees are reconstituted in</i> 	<p>The Board unanimously agreed to retain the number of directors at 7.</p> <p>The Board agreed to consider</p>	<p>Add proposal #2 to the August 2014 meeting.</p> <p>A committee of owners will be formed in the fall to consider</p>

	<p><i>August-September, 2014, the Board will consider opportunities to add expertise in selected areas by increasing the number of owner volunteers with shopping discounts on standing committees. Any such additions shall be approved by the Board. Committee chairs will insure there is a clear understanding of the level of commitment expected.</i></p> <ul style="list-style-type: none"> • One Director asked if there were budgetary implications if the number of volunteers were increased and asked if there was a need to cap the number of owner volunteers. • The Board agreed to consider opportunities for volunteers to add expertise to the Board at the August meeting. Committee chairs should document the need for owner/volunteers to assist their committees. • <i>Proposal #3: We recommend that director stipends be put forward for review by a committee of owners. The formation of this committee will be the responsibility of the chairperson of the Board Development Committee. Any recommended changes will be brought to the Board for approval prior to being submitted to our owners for approval in the 2015 ballot.</i> • The Board agreed to recommend that director stipends be reviewed by a committee of owners in the fall. 	<p>opportunities to add expertise in selected areas by increasing the number of owner volunteers with shopping discounts on Board standing committees.</p> <p>The Board recommended that Director stipends be reviewed by a committee of owners in the fall of 2014.</p>	<p>Board director stipends.</p>
<p>June 5, 2014 SP Review</p>	<ul style="list-style-type: none"> • Managers have taken the Strategic Planning process on with ownership, excitement and enthusiasm. • Initially managers were skeptical of the process. However, there was no sense of Board/management split. All have similar visions and ideas. • Scheduling a June follow-up meeting would allow Emile to process the information and present it in an action plan. • It is important to think about who will lead the next parts of the strategic planning process. • By the fall, the plan will be very solid, and it should indicate to the Board and the MT where we will put our efforts and how we will proceed. • The process is very exciting. 		

The meeting was adjourned at 7:35 p.m.

Minutes were taken by Abby Lazerow, Board Administrator.