



Board of Directors Meeting Minutes
Wednesday, October 14, 2015
APPROVED

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

	ITEM DESCRIPTION	DISCUSSION	ACTION	FOLLOW-UP
1.	Positive Affirmation	<ul style="list-style-type: none"> Stephen Sendar led the positive affirmation 		
2.	Announcements, Calendar of Opportunities & Expectations:	<ul style="list-style-type: none"> The Harvest Festival will be held on October 17. Directors are welcome to attend. Ellen Craine will facilitate the meeting in November. November 6-8 is Ashland Culinary Festival. AFC will co-sponsor the event. The Co-op holiday party for employees and their families is Saturday, Dec. 5, from 6:30 to 10:30 p.m. Directors are encouraged to attend. The all-employee meeting will be held on October 26 and 28 in the Community Classroom; Directors are encouraged to attend. Abby will create a sign-up list. 		.
3.	Owner Forum	<ul style="list-style-type: none"> Owner Al Karger, owner # 2995 was happy to see the Co-op is creating a special outdoor area for employees. 		
4.	Agenda Review	<ul style="list-style-type: none"> Done. 		
5.	Consent Agenda:	<p>The following consent agenda items were unanimously approved by the Board:</p> <ul style="list-style-type: none"> September 9, 2015 Board Meeting Minutes September 9, 2015 Executive Session Minutes Finance Report, October 2015 	The consent agenda was unanimously approved by the Board.	
6.	2015-2016 Board Goals	<ul style="list-style-type: none"> The recently formed list of Executive Committee goals also seemed appropriate as the Board 2015-2016 goals. 		Abby will send the Board the



		<p>The goals included:</p> <ol style="list-style-type: none">1) Oversee the Bylaw change process for 2015-2016. Sign off on the Bylaws on all final stages.2) Monitor AFC/Rogue Co-ops activity. Nurture Rogue Co-ops relationship. Nurture MFC relationships.3) Oversee the development of an electronic voting process when it becomes legal in Oregon. Develop a process for uncontested Board elections.4) Evaluate redesigning the evaluation process of the General Manager. Work with Cheryl Good to make the evaluation more measurable. Strengthen performance objectives.5) Keep strategic priorities plans moving forward.6) Advocate for the guest and owner experience. Communicate our efforts to owners.7) Look for ways to enhance the owner's sense of ownership and engagement.8) Improve the content and presentation of the business meeting at the annual meeting and picnic. <ul style="list-style-type: none">• Gwyneth Bowman asked for additional ideas for the Board goals. Additional goals included:<ol style="list-style-type: none">9) Develop a process to self-train and self-support the succession of Board officers.10) Develop an Owner Relations committee.• As two Directors were absent, the Board agreed to hold a vote by email about these goals.		<p>list of Emile's strategic goals.</p> <p>Abby will send out a vote by mail for the 2015-2016 Board goals.</p>
7.	GM Report	<ul style="list-style-type: none">• The A Street landscape project has broken ground. Employees are very excited about the project.• Sharon Van Duker has done an amazing job coordinating Co-op University. The educational program, developed by NCG, costs \$18.00 per year for each employee. The initial idea came from the Happiness@Work project.• Emile is investigating emergency preparedness and is starting a process and timeline. He is also considering the Co-op's role in the community if there was a natural		<p>Emile will inform Board Directors about how to access Co-op University.</p>



		<p>disaster.</p> <ul style="list-style-type: none">• The Co-op Basics program has been launched. Emile shared the new signage with the Board. A related brochure will also be available for shoppers.• The Co-op will soon launch a pilot "Big Deals" program that passes significant savings opportunities to shoppers on specific items while they last.• E-Coupons are still in development. Shoppers will need to show their owner cards to use the coupons.• Employee Stuart Green will serve on the City of Ashland Climate Committee.• Emile will attend the NCG leadership development workshop in Albuquerque November 5 and 6. GMs can each bring one high potential leadership candidate. Four managers were interested in attending, and Emile will pull a name out of a hat to select the manager participant.		
8.	Proposal for Secretary of External Relations	<ul style="list-style-type: none">• At the August meeting, an additional Board officer position, Secretary for External Relations, was proposed. The BDC developed a job description, which was also approved by the Executive Committee.• The cost for this additional position is \$600.00 per year.• The Board of Directors approved the position of AFC Secretary of External Relations.• Stephen Sendar nominated Jeff Golden to serve a partial term. Jeff Golden was unanimously selected to take on this position until August 2016.	Jeff Golden was unanimously selected to take on this position until August 2016.	
9.	Community Grants Committee Volunteer	<ul style="list-style-type: none">• Gary Einhorn requested the Board allow an exception to their volunteer policies to enable Ann Golden to serve a third term on the Community Grants committee. The Grants Committee is changing their process and Ann has been vital in that process.• The Board agreed it was important to stagger volunteer appointments in order to have an experienced volunteer on a committee at the same time a new one was coming in.• Gwyneth suggested the Community Grants Committee		Gary will ask Annie Hoy for minutes of last year's Grants Committee meetings and provide them to the Board.



		<p>change its charter and manual to allow volunteers to serve up to three years. The Board could approve the changes through the consent agenda. She also suggested Directors read the general guidelines for committees.</p> <ul style="list-style-type: none">• The Board agreed to approve the extension of Ann Golden's term for an additional year.		<p>The Grants Committee will revise their charter and manual.</p>
10.	Strategic Planning Update	<ul style="list-style-type: none">• Stephen Sendar and Zack Burrows will partner on the space expansion initiative.• Ed Claassen will champion the production facility initiative with Barry Haynes.• Jeff Golden will champion the cooperative movement initiative with Phil Johnson.• It is hoped Jo Jenner will work on the Education initiative with Laura Pfister.• An orientation will be held in November.		
11.	Holiday Party	<ul style="list-style-type: none">• Julie suggested holding the Board holiday party at the Public House. The food is local, organic and GMO-free. She will bring prices and a budget to the Board in November.		

The meeting was adjourned at 7:13 p.m.