



Ashland Food Co-op  
Board of Directors

**Ashland Food Cooperative  
Board of Directors Annual Meeting  
Lithia Park, Ashland, Oregon  
July 14, 2013  
APPROVED**

The Meeting was called to order 6:15 pm by Annie Hoy.

AGENDA ITEM	DISCUSSION POINTS	ACTION TAKEN	REMINDERS/ FOLLOW UP
<b>Welcome</b>	<ul style="list-style-type: none"> <li>• Annie Hoy welcomed Co-op owners to the annual picnic and meeting. She noted the Co-op was founded 41<sup>st</sup> years ago.</li> <li>• Annie thanked the staff, Board of Directors, volunteers and Outreach staff for organizing this successful event. The Co-op was grateful to the Lions Club for cooking burgers; donations by the Emerald Hills Beef and Sunstone Bakery were also appreciated. The picnic was zero-waste event.</li> <li>• Annie reported the AFC Board of Directors were in favor of ballot measure 50-119, to ban GMO crops in Jackson County. This measure will appear on the May 2014 ballot. Owners present were provided with donation envelopes for contributing to the campaign. Moving to non-GMO farming could grow the agricultural economy in our valley by 35 million dollars.</li> <li>• Last year was the International Year of Cooperatives. Local achievements included the formation of the Rogue Co-ops, two new voluntary simplicity discussion groups, and a Board discussion group on the history of cooperatives.</li> <li>• Owner participation in local farm tours was high and the first farm tour was sold out in two days. Another farm tour is scheduled in August.</li> <li>• Cooperatives are a blossoming movement that also fuels local food economies. There are at least 200 more co-ops in development and 100 more opening soon.</li> </ul>		
<b>Annual Report</b>	<ul style="list-style-type: none"> <li>• Board President Gwyneth Bowman remarked we are owners of one of greatest co-ops in the nation.</li> </ul>		

	<ul style="list-style-type: none"> <li>• AFC is debt-free.</li> <li>• The 2012 Co-op Annual Report was mailed to all Owners. It included a message from the Board of Directors, a report from the GM, the annual Social Responsibility report, as well as financial reports from the Board Treasurer and Financial Manager. The Annual Report can be read on the Co-op website and copies are also available at the Front Desk.</li> <li>• The Outreach Team has done incredible work and has distributed grants to many deserving local organizations.</li> </ul>		
<b>Bylaw Amendments</b>	<ul style="list-style-type: none"> <li>• The bylaw amendments were passed by a vote of owners. 94% voted yes and 6% voted no. The amendment changes were designed to make the language simpler and to meet state laws.</li> </ul>		
<b>Introduction of Board</b>	<ul style="list-style-type: none"> <li>• Gwyneth introduced the Board of Directors.</li> </ul>		
<b>Election Results</b>	<ul style="list-style-type: none"> <li>• Board Secretary and Board Development Committee Chairman Ed Claassen discussed governance of the Co-op by seven Board Directors and nominating presented an overview of the nominating process.</li> <li>• The 2013 election cycle began in March 2013. Two Director positions were open and filled.</li> <li>• Incumbent Gwyneth Bowman received the highest number of votes and was re-elected to the Board. Gary Einhorn was also elected as Director.</li> </ul>		
<b>Richard Katz Address to Owners</b>	<ul style="list-style-type: none"> <li>• This was a bittersweet year for Co-op. Richard has led the Co-op for almost 20 years, helping to build it from the ground up. He oversaw the main Co-op expansions.</li> <li>• Working at the Co-op has been the greatest career opportunity he could have ever imagined. The Co-op is not just an organization, it is an organism that works for the good of all, creating community and selling healthy food. He is proud of all the Co-op has done and is grateful to have worked with so many wonderful people.</li> <li>• This has been a good year. The Co-op did 28 million dollars worth of business, up 5% from the previous year. The store is at capacity, but we have not been able to expand. However, the Co-op was able to have the City of Ashland change an ordinance to allow Umpqua Bank to relocate downtown with a drive-up window. This is a good step.</li> <li>• Richard is very pleased Emile Amarotico was selected to be the new GM at AFC. Emile was the GM at the Medford</li> </ul>		

	<p>Food Co-op and was responsible for its success. Emile was also a co-founder and General Manager of Standing Stone Brewing Company and was a volunteer for the AFC Finance Committee. Richard is happy to pass the baton to Emile.</p>		
<b>Emile Amarogtico Report to Owners</b>	<ul style="list-style-type: none"> <li>• Emile said it was a privilege to represent and work the Co-op's great team of owners, employees and managers. He is grateful to Richard for mentoring him along the way, leading him to the moment when he was able to assume Richard's position. He is looking forward to the months and years ahead.</li> <li>• The Happiness @Work Initiative and the Organizational Assessment are important projects this year. Three groups of employees are working to identify issues, solutions and opportunities. There is much work to do over the next year that will lay important groundwork for the future.</li> <li>• The Board of Directors will be working with the Management Team to create a Strategic Planning Initiative.</li> <li>• Efforts are being made to address growth. The Co-op is looking for ways to extend our mission, and provide fresh and healthy food on daily basis. We are looking for solutions to parking issues.</li> </ul>		
<b>Owner Questions for the GM</b>	<ul style="list-style-type: none"> <li>• Owners were given an opportunity to ask questions and Emile Amarotico responded.</li> <li>• Q: What was the result of the union drive? A: The co-op employees voted not to unionize. Following the union vote, an effort was made by staff to self-organize and create their own bargaining unit. This effort coincides with the Happiness at Work project and organizational assessment, allowing the Co-op staff and management an opportunity to bargain collaboratively in fall. In essence a new model is being created that may serve well for other Co-ops in the future.</li> <li>• Q: Would we consider investigating method to pick up groceries and not have to park? A: Yes, we are considering it.</li> <li>• Q: Could the Co-op stay open to 10 p.m.? A: Later closing times are being investigated and considered.</li> </ul>		
<b>Raffle</b>	<ul style="list-style-type: none"> <li>• Annie Hoy conducted a raffle and owners with winning tickets received prizes.</li> </ul>		

The meeting was adjourned at 6:52 p.m.

Minutes were taken by Abby Lazerow, Board Administrator.