

**Ashland Food Cooperative
Board of Directors Meeting
March 14, 2012
APPROVED**

Board members present: Guy Nutter, Peter Hoyt, Gwyneth Bowman, Charlie Douglass Joanie Kintscher, Phil Johnson and Sheila Carder. **Employees present:** Richard Katz, General Manager. **Others:** Ken Crocker, Professional Facilitator; Abby Lazerow, Board Administrator.

The Meeting was called to order at 6:00pm by Ken Crocker.

AGENDA ITEM	DISCUSSION POINTS	ACTION TAKEN	REMINDERS/ FOLLOW UP
Positive Affirmation	<ul style="list-style-type: none"> • Charlie Douglass led the affirmation. 		
Announcements	<ul style="list-style-type: none"> • ScienceWorks is hosting a talk by Winona La Duke, from 7-9 p.m. on April 18. Directors are also invited to the pre-event held at 6 p.m. 		
Owner Forum	<ul style="list-style-type: none"> • The facilitator invited all to listen with respect, curiosity and compassion. • Brian Combs supports a GMO-free Jackson County and GMO labeling on products. He asked the Co-op to support him to get 5000 names to get an ordinance on the ballot. He stressed GMO production in Oregon will destroy organic agriculture and ultimately our health. • Bob le Claire expressed his appreciation for the GM, the management team and the owners at the Co-op • Steve Davidson encouraged the Board to investigate alternative currencies and partner with other businesses to keep money local. • Deborah Wilson and Glenn Hill believed management violated federal law and asked for the recall of Board Directors Gwyneth Bowman and Guy Nutter and the termination of Richard Katz, General Manager. • Sonia Brown read a letter written by Employees for a Union-free Co-op. Points included: 1) more than 50% of employees want to remain union-free and the petition asking the union to leave the Co-op was 100% employee-driven; 2) union tactics promote adversarial relationships rather than mutual benefit between management and staff;) Co-op employees receive a living wage and generous benefits with excellent 		

	<p>working conditions.</p> <ul style="list-style-type: none"> • Brenda Gould presented a petition with 136 signatures of union workers and members of S. Oregon Jobs for Justice. She asked all refrain from negative campaigning and heavy-handed tactics, with only factual information being presented. • Wes Brain, representing the Oregon Central Labor council, read a letter asking the Board to ensure free and open elections. He said Co-op management conducted a union-busting campaign. 		
Agenda Review	Done	Approved.	
Calendar of Opportunities & Expectations	<ul style="list-style-type: none"> • Election Process – deadline Friday March 30 at 9p.m. CCMA, June 13-16 in Philadelphia. Annie and Richard will attend. • Charlie and Phil will go to the NCGA meeting. 		
Consent Agenda	<ul style="list-style-type: none"> • The board unanimously approved all Consent Agenda items. 	The board approved all Consent Agenda documents.	
Discussion Course on Cooperatives	Annie Hoy led the discussion about the history of cooperatives, from the Rochdale Cooperative in the 1840s in England, to the early hydroelectric cooperatives to the food conspiracies and buying clubs in the 1970s. The role of women and the Native American cooperative ways of hunting and gathering food were also discussed. It was noted issues such as food adulteration and taking over food sources by large corporations are still major concerns 150 years later.		Chapter 2, Co-op Principles, Values and Philosophy will be discussed at the April meeting.
Break	A break was taken from 7:00 – 7:10 p.m.		
GM Report	<ul style="list-style-type: none"> • Sales growth has decreased about 2% from expected projections. Lowered sales may be a result of patrons shopping at the Medford Co-op. • The scrip for schools program is booming. 		
Patronage Dividend	<ul style="list-style-type: none"> • The Board adopted the Patronage Dividend of 50% for future capital expenditures. This was about the same amount as last year. • The estimated payout would be 1.65% this year. 	The Board approved the Patronage Dividend.	
Staff Director Report	<ul style="list-style-type: none"> • Employees are still waiting to vote on whether to have unionization representation at the Co-op • Gabe Masterson was recently elected to staff council. 		

2012 Board Goals Assignments	<ul style="list-style-type: none"> • The Board is interested in creating an Owner survey. The Board will review past surveys, determine what information it would like to collect, and work with a professional company to create a new survey. • Board members could wear identifying aprons at Co-op events for easy Owner recognition. • Consensus training should be offered for new Board Directors early in their term. • Directors were asked to take part in the 40th Anniversary of the Co-op activities, including the Pear Blossom Parade in early April. • Leadership Next Steps will be discussed at the April meeting. 		<p>The Outreach Committee will develop a proposal for a 2012 owner survey.</p> <p>Leadership Next Steps will be discussed at the April BoD meeting.</p>
BDC	Guy Nutter resigned from BDC. Charlie Douglass will join BDC.		
Meeting Evaluation	An end of meeting evaluation was conducted.		

The meeting was adjourned at 8:05 pm.

Board Actions:

The following Consent Agenda Items were approved:

- Board Meeting Minutes, February 2012
- GM Report to the Board, March 2012
- Gift Cards Issued and Redeemed through December 2011
- Catering Board of Directors Events, March 2012
- Finance Report, January 2012
- Outreach Report, March 2012
- 2012 Board Candidate Packet, Revised March 2012
- 2011 Board Actions

The next regularly scheduled Board meeting will be on Wednesday, April 11, 2012 at 6:00 p.m. with Ken Crocker facilitating.
The GM Report and Committee reports are available on request

Minutes are not posted until approved by the Board at the next month's meeting.

Minutes were kept and prepared by the Board Administrator, Abby Lazerow