



**Ashland Food Cooperative
Board of Directors Meeting
May 8, 2013
APPROVED**

Board members present: Gwyneth Bowman, Joanie Kintscher, Phil Johnson, Ed Claassen, Sheila Carder. **Employees present:** Richard Katz, General Manager. **Others:** Ken Crocker Facilitator; Abby Lazerow, Board Administrator
Attending by conference phone: Peter Hoyt

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"> Phil Johnson led the Positive Affirmation. 		
Announcements	<ul style="list-style-type: none"> Board Directors are reminded to submit their committee annual reports to the Board Administrator by August 7 for inclusion in the August meeting consent agenda. The Board is invited to the Grants Committee awards night on May 22, 2013 from 6 – 8:30 p.m.. Dinner with Directors will held on May 29, 2013. ScienceWorks recently held their Science of Wine gala dinner. The Co-op's wine donation and support was appreciated. 		<p>Submit Committee Annual Reports by August 7.</p> <p>Ed and Joanie will attend the May Dinner with the Directors.</p>
Agenda Review	Done	Approved.	
Consent Agenda	<ul style="list-style-type: none"> The board unanimously approved all Consent Agenda items: <ul style="list-style-type: none"> -Board Meeting Minutes, April 2013 -Executive Session Minutes, April 2013 -Finance Committee Minutes, April 2013 -AFC Financial Policies, April 2013 	The board approved all Consent Agenda documents.	
Owner Forum	<ul style="list-style-type: none"> Owner Steve Barnard observed the meeting. Annie Hoy, Outreach Manager and future GM Emile Amarotico also attended. 		
Discussion Course on Cooperatives, Chapter 8	<ul style="list-style-type: none"> The Board reviewed the final chapter of the Discussion Course on Cooperatives. This chapter looked at the differences between cooperatives and corporations. 		The Board would like to study policy

	<ul style="list-style-type: none"> • The Board appreciated Annie Hoy's leading of the class. • A Discussion course for Owners is being planned. • Board Directors were encouraged to return their course books to the Board office to share with new Directors. 		governance at a future meeting or workshop.
Forfeiture of Patronage Dividend	<ul style="list-style-type: none"> • Forfeiture of the Patronage Dividend will be revisited in September. 		
Organizational Assessment Update and All-Staff Meeting	<ul style="list-style-type: none"> • The Initial "Happiness in the Workplace Project" meeting was held on May 7, 2013. The project is a collaboration among the Employee Alliance, management, and the Board of Directors. The project is deeply steeped in cooperative principles with the goal of making the Co-op a better place to work for all employees. • The meeting went well; people were positive and engaged. Participants brainstormed to answer three primary questions. These responses will be considered during the assessment. • The project will have an assessment phase, recommendation phase and implementation phase. The next step is a survey, which will ask employees to address the meeting questions in greater detail. The EA and management will submit ideas during the recommendation phase. • Survey results will be looked at, published and presented at an all-staff meeting. • HR Manager Sharon van Duker is the project manager. Key EA members also took on leadership roles in the project. Alicia Kormondy did very good job of creating a roadmap of the process. • The next meeting will be held on June 11, 2013. 		Directors are reminded to attend the June 11, 2013 all-staff meeting.
Grants Committee Update	<ul style="list-style-type: none"> • This year the Co-op will be donating \$17,000 to worthy non-profits. This sum represents 10% of the Co-op's net income for 2012. • The Grants Committee met on May 7 to assess 35 grant applications. 30 organizations were funded. Grants were awarded for environmental stewardship and sustainability programs as well as educational, health, food and supportive services for people in need. • The Grants awards ceremony will be held on May 22 at the Ashland Public Library. • In the future, the Grants Committee will look at how funds are distributed and consider the most effective strategies to enact change. 		

Break	<ul style="list-style-type: none"> • There was a ten minute meeting break. 		
Strategic Priorities Update	<ul style="list-style-type: none"> • MT reviewed the Strategic Priorities update several weeks ago. • Some SP goals may be integrated into the Happiness at Work project. • The E-Coupon program is still not viable because of vendor delays. • Richard reported the Employee recognition program had been delayed because other priorities were more pressing. • Feedback from the GM for the Board about which priorities are more essential, as well as reasons for their importance, would be helpful. • It was suggested the responsibilities outlined in the SP list be prioritized into A, B, and C lists. • Eventually the SP list may transform into a new framework as a result of a new visioning and planning process. The list may also be shortened to represent only items to be considered of true strategic importance. • The Board was impressed with all that had been accomplished. 		The Board would like to have copies of the Product Standards Charter.
GM Report	<ul style="list-style-type: none"> • First quarter sales were good. • The Bylaw amendments were taken to the Co-op attorneys for final review before placement on the ballot. Explanations to Owners were updated. 		
Staff Director Report	<ul style="list-style-type: none"> • Some employees were concerned about Employee Alliance dues being deducted from every paycheck; however, Alicia Kormondy did good job explaining the dues process to employees. • Ideas for improving communication of news and events to employees are being considered, including having a bulletin dedicated to news and announcements. 		
Annual Meeting Update	<ul style="list-style-type: none"> • The annual meeting picnic menu is different than previous years. The Co-op would like to serve local food and hamburgers and tempe burgers will be offered. • Dinner will be from 5 to 6 p.m., followed by the meeting. • Incoming GM Emile Amarotico will be introduced to owners and owners will have the opportunity to say farewell to outgoing GM Richard Katz. 		A van is needed to bring stage sections from Ashland High School to Lithia Park.

The meeting was adjourned at 8:03 p.m.

Board Actions:

The following Consent Agenda Items were approved:

- Board Meeting Minutes, April 2013

- Executive Session Minutes, April 2013
- Finance Committee Minutes, April 2013
- AFC Financial Policies, April 2013

The next regularly scheduled Board meeting will be on Wednesday June 12 at 6:00 p.m. with Ken Crocker facilitating. ***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. The meeting was also digitally recorded by the Board Administrator.