

**Ashland Food Cooperative
Board of Directors Meeting
October 10, 2012
APPROVED**

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

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"> • Ed Claassen led the positive affirmation on the topic of cooperation. 		
Agenda Review	Done	Approved.	
Calendar of Opportunities & Expectations	<ul style="list-style-type: none"> • Lecture by GMO Expert Jeffrey Smith, October 11, 2012 • Operation Cooperation, October 20, 2012 		Ed, Joanie, Charlie and Gwyneth will attend Operation Cooperation.
Consent Agenda	<ul style="list-style-type: none"> • The board unanimously approved all Consent Agenda items. • September 2012 Board Meeting Minutes • GM Report to the Board, September 2012 • Outreach Report, September 2012 • GM Job Description, Revised September 2012 • Board Meeting Procedures, Revised September 2012 	The board approved all Consent Agenda documents.	
Results of Vote by Mail Proposal, GMO-Free Jackson County	<ul style="list-style-type: none"> • The Ashland Food Co-op Board of Directors unanimously voted to fully support the proposed Jackson County Ordinance 635 to ban genetically engineered crops from being grown in Jackson County. 		
History of Cooperatives, Chapter 4	<ul style="list-style-type: none"> • There are many different kinds of co-ops, including electric, content management, telecommunications, medical, healthcare and housing coops. • A new form of coop in development is the hybrid union coop, owned by workers who obtain their benefits by buying into a pool of healthcare and retirement benefits. • As they become more successful, coops may be co-opted by investors. There is concern if investors have more than one vote. 		Discussion

	<ul style="list-style-type: none"> • Our innovative model of cross-sector collaboration (Rogue Co-ops) is very inspiring to other coops throughout the nation. 		
2012-2013 Committee Goals	<p>Individual committee annual goals were discussed:</p> <ul style="list-style-type: none"> • Outreach Committee: 1) Owner survey in 2013; 2) offer a sustainability class for owners; 3) create a program for Directors and Employees called Directors a la Mode; 4) add an event called Brunch with the Board; 5) offer special programs at SOU and Ashland High School. • Search Committee: 1) Find and hire a qualified GM • Grants Committee: 1) Find two new volunteers to serve on the committee; 2) analyze past funding trends and expand marketing strategies to reach potential new applicants • Board Development Committee: 1) Implement new ways to develop the Board's strategic thinking capacity; 2) gather well-qualified candidates and run a smooth elections process; 3) comprehensively review Board policies and procedures, recommending consolidation and revisions where appropriate • Some of the Executive Committee's many goals include: 1) Assuring the Board policies and directives that the GM is responsible for are accomplished; 2) conducting the annual GM evaluation; 3) developing and coordinating an Owner survey; 4) assessing the Co-op Bylaws and presenting any revisions to Owners to be voted on by ballot. Directors can read the complete list on the wiki. • The Board had a discussion about overlaps in committee goals and responsibilities. • One Director requested the Owner Survey be added as an agenda item in November. • One Director requested the GM provide the Board with a comprehensive update about the Umpqua Bank property at the November Board meeting, including possible ideas for use of the property. 		
Owner Forum	There were no owners present.		
Break	A ten-minute break was taken at 7:20 p.m.		
GM Report	<ul style="list-style-type: none"> • September 2012 average daily sales were 5% above September 2011 sales. • Interviews for the Wellness Manager are being scheduled. 		

	<ul style="list-style-type: none"> The Ashland City Council voted to approve the first reading of a legislative amendment proposed by the Co-op to allow the redevelopment or relocation of four downtown banks with drive-up windows. 11 AFC employees attended the Provender conference this year. 		
Board Goals and Priorities: What Have We Accomplished in 2012 and What Needs to be Completed?	<ul style="list-style-type: none"> The Board determined it is well on-track to meeting its 2012 goals of creating a more effective Board and developing leadership training. Promotion of the 40th anniversary of the Co-op was very successful. The Board is looking ahead to 2013, considering which goals should be forwarded and what should be added. 		Goal #2 will be updated for approval at November meeting.
3rd Quarter Strategic Priorities Update	<ul style="list-style-type: none"> Richard is working with the MT to carry out strategic priorities. Categories include: customer satisfaction, owner outreach, and organizational development. 		
Search Committee Report Update	<ul style="list-style-type: none"> The Search Committee presented an update about the future GM Search. The HR Director will lead the recruiting process. An extensive list of qualifications has been developed. Staff members can apply to serve on the Hiring Committee. Final hiring of the GM is the decision of the Board. 		
Staff Director Report	<ul style="list-style-type: none"> There are two new members of the staff council. Employees will be receiving a productivity bonus. 		

The meeting was adjourned at 8:04 p.m.

Board Actions:

The following Consent Agenda Items were approved:

- September 2012 Board Meeting Minutes
- GM Report to the Board, September 2012
- Outreach Report, September 2012
- GM Job Description, Revised September 2012
- Board Meeting Procedures, Revised September 2012

The next regularly scheduled Board meeting will be on Wednesday, November 14, 2012 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 digitally recorded by the Board Administrator, Abby Lazerow