



ASHLAND FOOD CO+OP

— BOARD OF DIRECTORS —

Board Meeting Minutes Wednesday, March 14, 2018 APPROVED

Present: Gwyneth Bowman, Gary Einhorn, Julie O'Dwyer, Jeff Golden, Charlie Douglass. **Others present:** Abby Lazerow, Board Administrator. Emile Amarotico, General Manager. **Attending Via Conference Phone:** Ed Claassen. **Absent:** Aaron Jarvi.

Facilitator: Gwyneth Bowman Timekeeper: Gary Einhorn

	ITEM DESCRIPTION	DISCUSSION	ACTION
1.	Positive Affirmation	<ul style="list-style-type: none"> Charlie Douglass let the positive affirmation. 	
2.	Owners Forum	<ul style="list-style-type: none"> Rael Reif observed that many diners in the Deli use disposable take-out boxes that end up in the landfill. She suggested offering smaller sized washable plates. She also suggested the Co-op charge for plastic bags and that shoppers be encouraged to bring their own plastic bags. The Co-op could also sell reusable net and cloth bags. Deborah Wilson passed out information about a plant-based diet and asked for more changes in the Co-op Deli. She did not want any oils in two entrees and vegetable sides. She was disappointed that quinoa, rice, beans and vegan tamales were no longer served since the remodel. Mira Wonderwheel reported she enjoyed the Beer with the Board event. 	
3.	Announcements and Opportunities	<ul style="list-style-type: none"> Conversation Project: Democracy from the Inside, Oregon Humanities, March 15, Co-op Classroom Board Candidate Reception, March 21, 7-8 pm Board Officer Annual Reports Due, April 11 Owners Forum, April 18, 2018 Save the Date, Virtual Annual Meeting, May 2, 2018 The Board's proposal to make a presentation at CCMA in Portland was accepted. Emile, Ed and Annie will give a presentation. 	
4.	Agenda Review	<ul style="list-style-type: none"> Done. 	
5.	Consent Agenda:	<p>The following Consent Agenda items were approved:</p> <ul style="list-style-type: none"> Board Meeting Minutes, February 14, 2018 Executive Session Minutes, February 14, 2018 Board Finance Report, January 2018 Names of Nominating Committee, 2018 Owner Engagement Committee Charter, February 2018 Owner Engagement Committee Manual, February 2018 Cash Management and Investment Policy, Revised March 2018 	The Consent Agenda was unanimously approved by the Board.

6.	CCMA Attendance	<ul style="list-style-type: none"> Abby, Jeff, Ed; Emile, Annie will attend CCMA in Portland. Emile will work on the reservations. 	
7.	Cooperative Cheers: Beer with the Board Event	<ul style="list-style-type: none"> The Beer with the Board event was very successful. The Board enjoyed the opportunity to speak with owners. The Board may host a cooperative movie night in the late spring or early summer. 	
8.	Establishing Planning Committee Virtual Annual Meeting, May 2, 2018	<ul style="list-style-type: none"> The BDC suggested developing a “State of the Co-op” annual meeting presentation that could be put on the Co-op website in May; later in the year the Board could hold the annual meeting, speaking with owners in a roundtable format. Owners could also submit questions in advance. It is possible SOPTV students could videotape and record the annual meeting. Jeff, Charlie and Ed will serve on the 2018 Annual Meeting Planning Committee. 	
9.	Owners Forum, April 18, 2018	<ul style="list-style-type: none"> An Owners Forum will be held on April 18 from 6 to 8 p.m. The topic will be owner benefits. There will be a Q & A. Refreshments will be served. All directors are encouraged to attend. Directors will help document the event and create summary sheets. 	
10.	Committee for External Relations Announcement	<ul style="list-style-type: none"> The Committee for External Relations will meet on Wednesday, April 4 at 2 p.m. The meeting will be a brainstorming session, imagining what Rogue Co-ops could be and how this organization can benefit all local co-ops. 	
11.	Finance Report	<ul style="list-style-type: none"> Financial numbers for January were very good and better than the previous year. Larry Cooper has been selected as the new Finance Committee volunteer. Seven owners applied for the position. The Co-op patronage dividend has typically been a 50-50 split. The Finance Committee discussed how to raise funds for future expansion, including lowering the patronage dividend or raising capital from owners. Medford Co-op raised funds through its owners. The 2018 audit is not yet completed. The Finance Committee plans a phone call with the auditors on April 3. 	
12.	GM Report	<ul style="list-style-type: none"> The January productivity numbers indicated a negative productivity of almost \$58,000 over the labor cap. Last year there was slightly higher negative productivity. There was a 6% reduction in labor hours from last year. Entry-level pay will be increased by another \$0.50 and \$0.75 in 2019 and 2020 respectively per the AFCEA Bargaining Agreement. There will be five Spring Assembly sessions. Directors were asked to RSVP. The MT is receiving training and leadership coaching. Chris Harding recently gave an excellent presentation about empowerment, accountability and responsibility. Emile will attend the NCG meeting in April and will miss the April Board meeting. The impact of Safeway is cooling. Sales were down only 1.4 YTD% 	

The meeting was adjourned at 6:41 p.m. Minutes were prepared by Abby Lazerow, Board Administrator.