



**ASHLAND
FOOD CO+OP**
— BOARD OF DIRECTORS —

Board Meeting Minutes

Wednesday, April 14, 2021

APPROVED

Directors attending via video conference: Julie O'Dwyer, Ed Claassen, Annie Hoy, Steve Bowman, Melina Barker, Mark Gibbs, Lisa Beam.

Also attending via video conference: Emile Amarotico, Abby Lazerow, Kamilah Long.

Facilitator: Annie Hoy

Timekeeper: Lisa Beam

	ITEM DESCRIPTION	DISCUSSION	ACTION
1.	Positive Affirmation	<ul style="list-style-type: none">Julie O'Dwyer gave a land acknowledgement and led the positive affirmation.	
2.	Owners Forum	<ul style="list-style-type: none">Owner Bob Kaplan attended the meeting.	
3.	Announcements and Opportunities	<ul style="list-style-type: none">April 20-21 is Earth Day.AIFF starts April 13-29. Kamilah Long will be hosting some of the AIFF activities.AFC will lead a CCMA presentation in June, partnered with Steward, Wheatville and Title Creek Co-ops about how co-ops deal with disasters.There will be a virtual ribbon cutting ceremony of AFC's solar project Friday, April 23 at noon.All are encouraged to participate in the EcoQuest website for Rogue Valley Earth Day.	
4.	Agenda Review	<ul style="list-style-type: none">Done.	
5.	Consent Agenda:	The following Consent Agenda items were unanimously approved: <ul style="list-style-type: none">Board Meeting Minutes, March 10, 2021 (unapproved)Executive Session Minutes, March 10, 2021 (unapproved, confidential)Board Finance Report, February 2021	Approved
6.	Change for Good Update	<ul style="list-style-type: none">The AFC Gives Committee approved fifteen CFG candidates to be forwarded	

		<ul style="list-style-type: none"> to the owners for voting next month. The CFG program raised \$4879 in March for North Mountain Nature Center. This month's organization is the Pollinator Project of the Rogue Valley. The average register round up is 40-45 cents. There will be an ongoing tally of what is raised each week at the entrance to the store. 	
7.	Forwarding of Board Candidates	<ul style="list-style-type: none"> The Board formally approved the 2021 slate of candidates. They are: Amber Ferguson, Bob Kaplan, Larry Cooper, Trine Ostergaard, Catherine Greenspan and Steve Bowman. There will be two open seats on the Board. 	The Board approved the 2021 slate of candidates.
8.	MEETING BREAK	<ul style="list-style-type: none"> A five -minute meeting break was taken. 	
9.	Board Finance Report	<ul style="list-style-type: none"> February sales were down 7.7% over last year and down 3.3% to budget. The store has almost reached a full year of Covid-impacted sales. There continues to be shortfalls in Bulk Foods, Prepared Foods and the Wellness Departments. There are macro-trends impacting wellness, with more purchases being made online. The most recent Finance Committee meeting was attended by Wegner CPAs, who conduct audits of more than 100 cooperatives. Wegner performed a review of AFC's 2020 financial results and reported that there were no issues and that we are in a very strong financial position. AFC's next full audit will be in 2023. Total labor costs for February were \$3873 over budget. Operating Income/(Loss) was \$66,348 under budget and \$150,397 under 2020. The average basket remains extremely high and was the 5th highest ever at \$44.59, with the other four being April, May and December 2020 and January 2021. 	
10.	Patronage Dividend Distribution	<ul style="list-style-type: none"> The formal calculation of patronage dividends was \$1.65 million for 2020. This total was heavily impacted by the PPP forgivable loan used to bolster the business through the pandemic. The amount that was generated from owner sales in 2020 was \$ 476,500. Because the community is still working through a challenging period, the Board President recommended distributing the full \$476,000 to members, representing 100% of the earnings related to member sales. \$150,000 would be put aside to fund the Affordable Food Initiative. The Board unanimously approved the proposal. 	
11.	GM Report	<ul style="list-style-type: none"> Sales have been rebounding in April, climbing to only 3% below 2020 sales. Prepared Foods has been recently showing 100% growth over last year's 	

		<p>results. Wellness has been doing well and Bulk foods is almost fully operational again without all of the extra packaging requirements for Covid-19.</p> <ul style="list-style-type: none"> ● AFC employees were eligible beginning April 5 to be vaccinated and 1/3 of the employees have already received vaccinations. ● A team of non-managers have been working with Emile on the Access to Healthy Food Initiative. The objective is that eligible owners will receive a discount at the register, and that an accessible payment plan will be available for low-income customers to become owners. ● It has been challenging to schedule the Cultural Agility training for supervisory employees while maintaining adequate staffing for daily operations. ● E-Grocery sales have been declining since January. There are no plans to promote that service at this time. ● Batteries to store solar generated electricity to run vital equipment in the store in case of emergency are being investigated. ● The GM's videotaped account of the Co-ops initiative to mitigate smoke impact in the store will be showcased in the July edition of the three-part Fire Adapted Ashland webinar series. ● The Beekeeper app has been launched for all staff. It is an excellent tool to reach and engage the staff. ● There will be a virtual ribbon cutting of the solar facility next Friday, April 23 at 12 p.m.. There will also be speakers and a slide show. This facility is the largest single solar array in Ashland and, in combination with our existing solar panels, will contribute up to 40-50% of AFC's electrical power. ● Directors wondered if AFC could still donate a portion of the electric taxes the store would have paid to the local LEAP program to help people who cannot pay their utility bills. 	

The meeting was adjourned at 7:20 p.m. Minutes were prepared by Abby Lazerow, Board Administrator.