



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

		<p>to the owners for voting next month.</p> <ul style="list-style-type: none"> <li>• The CFG program raised \$4879 in March for North Mountain Nature Center. This month's organization is the Pollinator Project of the Rogue Valley.</li> <li>• 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.</li> </ul>	
7.	<b>Forwarding of Board Candidates</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>	The Board approved the 2021 slate of candidates.
8.	<b>MEETING BREAK</b>	<ul style="list-style-type: none"> <li>• A five -minute meeting break was taken.</li> </ul>	
9.	<b>Board Finance Report</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• Total labor costs for February were \$3873 over budget. Operating Income/(Loss) was \$66,348 under budget and \$150,397 under 2020.</li> <li>• 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.</li> </ul>	
10.	<b>Patronage Dividend Distribution</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• The Board unanimously approved the proposal.</li> </ul>	
11.	<b>GM Report</b>	<ul style="list-style-type: none"> <li>• 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</li> </ul>	

		<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"> <li>● AFC employees were eligible beginning April 5 to be vaccinated and 1/3 of the employees have already received vaccinations.</li> <li>● 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.</li> <li>● It has been challenging to schedule the Cultural Agility training for supervisory employees while maintaining adequate staffing for daily operations.</li> <li>● E-Grocery sales have been declining since January. There are no plans to promote that service at this time.</li> <li>● Batteries to store solar generated electricity to run vital equipment in the store in case of emergency are being investigated.</li> <li>● 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.</li> <li>● The Beekeeper app has been launched for all staff. It is an excellent tool to reach and engage the staff.</li> <li>● 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.</li> <li>● 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.</li> </ul>	

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