



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

Board Meeting Minutes

June 14, 2023

(Approved)

Directors attending: Julie O'Dwyer, Ed Claassen, Mark Gibbs, Joanna Wnorowski, Bob Kaplan, Melissa Scudder, Erica Thompson, **Others attending:** Barry Haynes, Interim General Manager; Incoming Directors Kevin Bendaw and Ernesto Soto; Abby Lazerow, Board Administrator. **Absent:** Larry Cooper.

Facilitator: Mark Gibbs Timekeeper: Bob Kaplan
The meeting was called to order at 6:21 p.m. by Mark Gibbs.

ITEM #	ITEM DESCRIPTION	DISCUSSION	ACTION
1.	Positive Affirmation	<ul style="list-style-type: none">Julie O'Dwyer led the positive affirmation.	
2.	Welcome to New Board Directors	<ul style="list-style-type: none">Julie O'Dwyer welcomed newly elected directors Mark Gibbs, Ernesto Soto and Kevin Bendaw.	
3.	Owners Forum	<ul style="list-style-type: none">Owner Anthony Trevanty attended the meeting.	
4.	Announcements and Opportunities	<ul style="list-style-type: none">AFC employee party will be held at Caldera on June 20. The store will close at 5 p.m. for employees to attend.The farm tour will be held on July 16.	
5.	Agenda Review	<ul style="list-style-type: none">Mark Gibbs reviewed the agenda.	Done.
6.	Consent Agenda	The following Consent Agenda items were approved. <ul style="list-style-type: none">Board Meeting Minutes 5-10-23 (unapproved)Executive Session Minutes 5-10-23 (unapproved, confidential)Board Finance Report, 4-23	The Consent Agenda was unanimously approved.
7.	CCMA Report	<ul style="list-style-type: none">Melissa Scudder, Erica Thompson, Bob Kaplan, Joanna Wnorowski, Julie O'Dwyer attended the Consumer Cooperative Management Association (CCMA) meeting in Sacramento. It is a national meeting for co-op directors and	

		<p>managers to share information.</p> <ul style="list-style-type: none"> • Some directors attended tours of BriarPatch Co-op's new store in Auburn, CA and the Sacramento Co-op. The Sacramento Co-op has 6000 more retail space than our store and shares a three story-parking garage during office hours and full access at other times. They also had a coffee shop within their co-op in partnership with a local coffee roasting co-op owned by growers in Latin America and Africa (Pachamama). • The two keynote speeches were about the future of grocery and transforming the food system. The speakers stressed that equity was also about socio-economics and not only color. Cooperative organizations are needed globally. • Speaking to representatives from other boards, our directors learned that most are facing common issues. Twenty years ago 2/3s of organic food was purchased at co-ops, but now only 1/3 of organic food purchases are from co-ops. There has been widespread turnover of general managers following the pandemic. • Next year's CCMA conference will be in Portland, Maine. The Board would like to encourage new directors and key managers to attend. 	
8.	Overview of Transition to New Board of Directors	<ul style="list-style-type: none"> • There will be two new directors joining the Board and two will be leaving. The new Board will need to select Board officers and committee assignments. New directors will be assigned two mentors to check in with on a regular basis. 	
9.	Board Finance Report	<ul style="list-style-type: none"> • The Finance Committee is composed of the Board President, Board Treasurer, GM, 1-2 members of the Management Team, and a community owner volunteer. Board Treasurer Mark Gibbs reported the Finance Committee held an investment review discussion. AFC is required to formally review investments two times a year. • Average daily sales in April were \$92,000 versus \$85,000 in March and \$87,000 in April 2022. • 38-39% gross margins are stable. • Foot traffic is up, and there are 75 more customers per day. 	

		<ul style="list-style-type: none"> • Labor costs before benefits are 5% less than last year. • There are currently 7900 out of 13000 active owners. Owner numbers have been increasing, • AFC's balance sheet is excellent, with no debt and savings for potential future investments. 	
10.	GM Report	<ul style="list-style-type: none"> • Interim GM Barry Haynes reported May sales were up 1.1 %.. YTD sales through 2.41% over the prior year. • Bargaining Unit employees will be voting soon on a Collective bargaining unit contract. • Key measurements in customer surveys indicate improvements in May over April. • AFC has received full organization certification for Project WHEN (Workplace Harassment Ends Now.) The HR Manager's work on the project was appreciated. • A new HR manager has been hired who will begin on Monday. They bring a wide level of experience to the team. • The bottle drop program is working well. Currently an average of 60 bags are brought in each day. The program is a great service to the community and is time saving for employees. 	

The meeting was adjourned at 7:22 p.m. Minutes were prepared by Abby Lazerow, Board Administrator.