



Board Meeting Minutes

June 12, 2024

APPROVED

Directors attending: Kevin Bendaw, Mark Gibbs, Joanna Wnorowski, Bob Kaplan, Larry Cooper, Erica Thompson and Ernesto Soto. **Others attending:** Nick Hardee, General Manager, Abby Lazerow, Board Administrator, and Kathryn Kavanagh and Jennifer Gibbs, incoming Board Directors.

Facilitator: Bob Kaplan Timekeeper: Joanna Wnorowski. The meeting was called to order at 5 p.m. by Bob Kaplan.

ITEM #	ITEM DESCRIPTION	DISCUSSION	ACTION
1.	Positive Affirmation	Larry Cooper led the positive affirmation.	
2.	Owners Forum	There were no owners present.	
3.	Announcements and Opportunities:	Announcements and Opportunities: <ul style="list-style-type: none"> • Newly elected directors Jennifer Gibbs and Kathryn Kavanagh were welcomed to the Board. • The Employee party will be held on June 25 at Caldera Brewery from 6-9 p.m. Directors need to RSVP to HR. • CFG totals for Our Family Farms in May was \$5411.96. • Community Grants applications will be available on the AFC website on July 10 and will close on August 15. • A webinar and information Meeting for Community Grants applicants will be held on July 16 from 5:30 to 7:00 p.m. in the Community Classroom. • The July Board meeting will be a social meeting.. • The Board/MT meeting will be held on August 6 from 3-5 pm. 	
4.	Agenda Review	<ul style="list-style-type: none"> • Bob Kaplan reviewed the agenda. 	Done.

5.	Consent Agenda:	<p>The following Consent Agenda documents were approved:</p> <ul style="list-style-type: none"> ● Board Meeting Minutes, 5-8-24 (unapproved) ● Executive Committee Minutes, 5-8-24 ● Board Finance Report, 4-24 	Approved.
6.	CCMA Report Consumer Cooperative Management Association	<p>Board Co-President Kevin Bendaw recently attended the national CCMA (Consumer Cooperative Management Association) meeting. He said it was impactful to meet peers from across the country. Highlights included:</p> <ul style="list-style-type: none"> ● Learning about a community gifting program with a 50-40-10 split to support three round-up organizations/month. ● Some co-ops had 3 consecutive 3-year term limits. ● Some co-ops reimburse employees for their membership. Employees are reimbursed \$15 each work anniversary until they reach their full membership cost yet receive all owner benefits immediately. ● Some co-ops offer employees a 20% discount for non-deli foods. During their work shift they receive a 25% discount for food items. ● Board directors at some co-ops spend scheduled time in the co-op cafés to have coffee or kombucha with owners. ● Many co-ops are celebrating their 50-year anniversaries. 1972 was an important year for cooperatives. ● GM Nick Hardee reported some co-ops are hybridizing by offering more conventional products. Some are opening new locations in low-access areas or food deserts. Our mission is to make quality organic products available and affordable. 	
7.	Board Absences Policy	<ul style="list-style-type: none"> ● Bob Kaplan reviewed the Board Attendance policy. Directors should make every effort to attend meetings in person. Work, illness and family emergencies are considered excused absences. Personal travel is not excused. ● If a director misses two unexcused meetings in a row or has three 3 unexcused absences during the year, the director is considered to have 	

		resigned. Directors should let the Board President, and Board Administrator and Committee chair know if they will be absent.	
8.	Mentor Assignments	<ul style="list-style-type: none"> • The Board appoints a mentor for each new Board director. The mentor checks in regularly with the new director. • Bob Kaplan will be Jennifer Gibbs' mentor and Joanna Wnorowski will be Kathryn Kavanagh's mentor. Larry offered to be a mentor until he retires from the Board at the end of July. 	
9.	EDI Report	<ul style="list-style-type: none"> • Erica Thompson reported the EDI Committee welcomed new local community member Manya Orescan Campos. • The HR Manager is developing a policy for employees and shoppers to report bias or harassment experiences. • Erica asked directors to consider if they want to join the EDI committee in August. 	
10.	Board Finance Report	<ul style="list-style-type: none"> • Board Treasurer Larry Cooper said the Finance Committee recently met with a health insurance broker. AFC is self-insured, which is rare for businesses our size. AFC liable for all of the insurance claims. We have reinsurance plans that create caps (>\$75,000) at which point another insurance policy steps in. • Larry noted one northern Oregon co-op has moved to different carriers each year because their rates increased; they have had a 50% increase over four years. Because we are self-insured, AFC does not experience rate increases but our out-of-pocket expense can swing up or down each year. 	
11.	Gmail Addresses for Directors	<ul style="list-style-type: none"> • Kevin Bendaw reported that the Executive Committee discussed Gmail accounts for individual directors. The Board Wiki will be changed to Google Drive in 2025 and it is more secure to use Gmail to access it. • Google Drive folders will be made to save the files of outgoing directors. 	All directors will receive ashlandfood.coop email addresses.

		<ul style="list-style-type: none"> • Larry made a motion to approve @ashlandfood.coop email addresses for board directors. Mark seconded the motion. The Board agreed to have all directors have @ashlandfood.coop email addresses. 	
12.	GM Report	<ul style="list-style-type: none"> • Nick Hardee reported May sales are up 6.3%, compared to May 2023. Overall, sales are up 4.35%. This upward trend is very healthy for a 50-year-old store. • AFC has created a partnership with Rolling Hills Peaches. We are covering the cost of their production to insure we will have their full peach crop, as well apricots and plums. A habanero peach hot sauce is also being developed. • AFC has acquired the Rogue Valley Roasting Company (RoCo.) This venture allows AFC to serve the community in more ways than just the four walls. RoCo is an established community business that is in alignment with the Coop's values and its mission. • The first Adopt-a-Park event at North Mountain Park was very successful. The next work party is August 2. • The shopper survey program is complete. Results will be available in early July. • The Wellness Department will be reset on June 19. 	
13.	Action Items	<ul style="list-style-type: none"> • Bob will update the Board Attendance Policy and share it with directors for a vote by email. • Joanna will be Kathryn's mentor and Bob will be Jennifer Gibb's mentor. Larry and Erica will fill in as needed. • The Board agreed to have all @ashlandfood.coop email addresses. 	

The meeting was adjourned at 6:10 p.m. Minutes were prepared by Abby Lazerow, Board Administrator.