



### Board Meeting Minutes

September 10, 2025

Approved

**Directors attending:** Mark Gibbs, Joanna Wnorowski, Jennifer Gibbs, Evan Archerd, Elizabeth Walsh, Ernesto Soto, and Kathryn Kavanagh.

**Directors attending virtually:** Bob Kaplan. **Others attending:** Nick Hardee, General Manager: Abby Lazerow, Board Administrator.

**Facilitator:** Joanna Wnorowski **Timekeeper:** Elizabeth Walsh

The meeting was called to order at 6:06 p.m. by Joanna Wnorowski.

| ITEM # | ITEM DESCRIPTION                                                                                         | DISCUSSION                                                                                                                                                                                                          |
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| 1.     | <b>Land Acknowledgement</b>                                                                              | <ul style="list-style-type: none"><li>• Mark Gibbs led the land acknowledgement.</li></ul>                                                                                                                          |
| 2.     | <b>Positive Affirmation</b>                                                                              | <ul style="list-style-type: none"><li>• Kathryn Kavanagh led the positive affirmation.</li></ul>                                                                                                                    |
| 3.     | <b>Results, Actions without a Meeting: Appointment of 8<sup>th</sup> Board Director. August 22, 2025</b> | <ul style="list-style-type: none"><li>• Board Administrator Abby Lazerow reported that on August 22, 2025, the AFC Board of Directors appointed Bob Kaplan as an 8<sup>th</sup> director until July 2026.</li></ul> |

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| 4. | <b>Board Letter and Statement</b> | <ul style="list-style-type: none"> <li>• Board President Mark Gibbs read a letter from the Board of Directors which said some owners had submitted a petition for the store to boycott all products from Israel. While the petition did not meet the minimum required verifiable owner signatures, the petition, and the many perspectives and statements received since the last boarding meeting, prompted deep discussions about how we respond when our values of inclusion</li> </ul> |
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|    |                                        | come into tension with calls for justice in global affairs. After much consideration, the Board had decided that a boycott of those products would be arbitrary and was not in alignment with the AFC bylaws or mission and values.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 5. | <b>Owners Forum</b>                    | <ul style="list-style-type: none"> <li>• The following owners attended the meeting: Brenda Gould, Sue Morningstar, Greg Pecararo, Steve Portnoy, Coleen Weisbard, Barry Haynes, Alan Weisbard, Ryan Nacivkas, Brenda Gould, Rabbi Jacqueline Brodsky, Laura Edwards, Joshua Palmer, Rabbi Rachel Goldberg, Sara Huque, Egon Dubois, Ethan Priel, Ande Blanchflower, Susan Saladoff, Kayala Blanchflower, and Ross Albertson.</li> <li>• Some owners spoke about their desire for AFC to boycott products from Israel to protest the treatment of the Palestinians in Gaza and their disappointment that the AFC Board rejected a request for a boycott.</li> <li>• Other owners spoke against a boycott of Israeli products and thanked the AFC Board for not choosing actions which would divide the community.</li> </ul> |
| 6. | <b>Announcements and Opportunities</b> | <ul style="list-style-type: none"> <li>• There will be a Hula and Hawaiian experience September 21 at Grizzly Peak Winery.</li> <li>• The annual meeting will be held on October 4 at 5 p.m.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 7. | <b>Agenda Review</b>                   | <ul style="list-style-type: none"> <li>• Done.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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| 8. | <b>Consent Agenda:</b>  | <ul style="list-style-type: none"> <li>• The following consent agenda items were unanimously approved: <ul style="list-style-type: none"> <li>- Board Meeting Minutes, 8-13-25</li> <li>- Executive Session Minutes, 8-13-25</li> <li>- Board Finance Report, 7-25</li> </ul> </li> </ul>                                                                                    |
| 9. | <b>AFC Gives Report</b> | <ul style="list-style-type: none"> <li>• AFC Gives Committee Chair Evan Archerd reported the committee met this week to award community grants to 19 organizations. Organizations received up to \$2000. • There were over 40 applications for many worthy projects. Some organizations did not provide full documentation and therefore could not be considered.</li> </ul> |

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|     |                                                 | <ul style="list-style-type: none"> <li>• In August, the Change for Good partner Ashland Schools Foundation received \$5792.58.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 10. | <b>Board Development Committee (BDC) Report</b> | <ul style="list-style-type: none"> <li>• BDC Chair Elizabeth Walsh reported the purpose of the committee is to create a strong and effective board of directors and to make sure all policies and charters are consistent.</li> <li>• The AFC Board is a stewardship board, not an advocacy board.</li> <li>• The petition process is not as clear as it could be. Committee members are working on improvements to make the process more transparent and easier for owners. • The BDC is reviewing all committee charters to make sure they are aligned with our bylaws.</li> <li>• The BDC is working on director training materials and updating the Board's presentation for the Foundations training for new employees.</li> </ul> |

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| 11. | <b>EDI Report</b>         | <ul style="list-style-type: none"> <li>• EDI Tri-Chair Kathryn Kavanagh reported the committee had a great meeting today. • They are planning a Dia de los Muertos event at end of October. They will also hold an event for Native American heritage month in November.</li> <li>• The committee is reviewing the EDI charter with the Tri-chairs.</li> <li>• The committee is planning a “breaking bread” community event, bringing people together over food.</li> </ul>                                                                                                                                                                                                                                                                                                                         |
| 12. | <b>Treasurer’s Report</b> | <ul style="list-style-type: none"> <li>• Finance Committee (FC) member Mark Gibbs reported the FC has reviewed their charter and will make updates.</li> <li>• The FC is beginning 2026 budget planning.</li> <li>• The committee is looking for a new FC community member. The term is one year with two one-year extensions.</li> <li>• Sales are up 5% over last year, slightly below budget. Shopper basket size is flat. The average basket is \$36.87. Daily customer count is 2777/day. Last week the customer count was up; there were 789 more in a single week, with an average basket of \$47. • Wellness sales are up 20%; the Meat Department sales are up 18%.</li> <li>• YTD labor is up 8%, slightly under budget.</li> <li>• Operating income and cash flows are solid.</li> </ul> |

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|  |  | <ul style="list-style-type: none"> <li>• The patronage dividend accumulation as of July is \$535,000.</li> <li>• 77-78% of shoppers are owners. Total ownership is up to 13,937 members.</li> </ul> |
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| 13. | <b>GM Report</b> | <ul style="list-style-type: none"> <li>• GM Nick Hardee took a moment to acknowledge the recent murder of Ashland resident Matthew Vandersand.</li> <li>• Lerner Limbach, the GM of the Orcas Food Co-op and a member of the NCG Board, has developed a program that allows for food distribution in the San Juan islands. He has created an ordering and delivery system; he warehouses goods and distributes them to restaurants and institutions. Limbach is also connected to many regional businesses that AFC could do business with. This would allow the Co-op to offer more local goods and pass savings on to the community.</li> <li>• Nick recently met with Tom Cole of Kids Unlimited in Medford. He has developed a program called Pastabilities, teaching kids how to make pasta, package it and bring it to market. Nick is interested in creating a partnership with Kids Unlimited for this project and hopes AFC can be an incubator for future local entrepreneurs.</li> <li>• Expansion and renovation of the store has been discussed for over 15 years. Nick has reviewed all the historical information and is developing a plan of action. The Ausland Group is drafting a proposal which will be brought to the Board for approval.</li> <li>• Chris Byrne is holding conversations with local farmer Chris Hardy to grow chickpeas to produce our own hummus. 5 acres are needed for the project.</li> <li>• The employee appreciation barbeque will be held on September 12 between 11 and 2.</li> <li>• The North Mountain Park cleanup will be held on September 26.</li> <li>• In alignment with AFC sustainability goals, Roco has purchased an electric roaster. This is the only one in the Rogue Valley. Different coffee roasts are currently being tested.</li> <li>• As of September 8, AFC has sold \$91,000 of Rolling Hills Peaches. \$42,000 worth of peaches were sold at the Ashland Farmer's Market. Value added foods will include jam and smoothies.</li> <li>• The Board appreciated working with a GM who is so committed to growing the local food economy.</li> </ul> |
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*Minutes were prepared by Abby Lazerow, Board Administrator.*