



Board Meeting Minutes

May 13, 2026

(APPROVED)

Directors attending: Evan Archerd, Elizabeth Walsh, Jen Gibbs, Bob Kaplan, Kathryn Kavanagh, Joanna Wnorowski.

Also attending: Barry Haynes, Interim GM, Abby Lazerow, Board Administrator. **Absent:** Ernesto Soto.

Attending virtually: Mark Gibbs.

Facilitator: Joanna Wnorowski Timekeeper: Bob Kaplan. The meeting was called to order at 6:00 p.m.

Item	Agenda Topic	Discussion
1	Positive Affirmation	Kat Kavanagh led the Positive Affirmation.
2	Land Acknowledgement	Jen Gibbs led the land acknowledgement.
3	Owners Forum	The following owners attended the meeting: Shelia Foster, James Pagliasotti, Kelda Vath, John Mawhood, Larry Cooper, Zack Burrows, and Dan Kent. Dan Kent asked if sales promotions were loss leaders.
4	Agenda Review	Joanna Wnorowski reviewed the meeting agenda.
5	Consent Agenda	The following Consent Agenda documents were approved: Board Meeting Minutes, April 8, 2026 Executive Session Minutes, April 8, 2026 Board Finance Report, March 2025
6	Announcements and Opportunities	- There will be a Polish Festival at Pasqual Winery on Saturday, May 16. - The Canadian Brass ensemble will be performing this weekend at SOU recital hall.

		Several directors and managers will be attending CCMA at the end of May.
7	Rogue Valley Food System Network Presentation by Sheila Foster	- Sheila Foster, Director of Development for Rogue Valley Food Network (RVFN) presented at the meeting. RVFN builds connections to promote equitable food access, ecologically sound agricultural prices and economic vitality in the Rogue Valley. RVFN also publishes the Rogue Flavor Food guide and holds a yearly Food Solutions Summit to build a strong food and farm economy. - RVFN also conducted a three-year study of the Rogue Valley Food System, culminating in a 100-page report called "The State of the Food System." The report includes a 5-year action plan with 4 goals. - Foster noted more than 12,000 children in Jackson and Josephine counties experience food insecurity. - She said the Co-op could be most helpful by creating new avenues for local producers.
8	Oregon Coalition for an Environmental Rights Amendment Presentation by Larry Cooper	- Larry Cooper was invited to the meeting to introduce the OC for Environmental Rights amendment. A statewide organization is promoting an environmental rights amendment to the Oregon constitution. Key points included reducing environmental degradation of the environment, improving water quality, reducing waste and supporting local food. The goal is to enshrine the right to a healthy environment in the Oregon constitution and to encourage governmental systems in Oregon to be mindful of the environment and to protect future generations. - Cooper requested that AFC allow the group to use their classroom, promote the amendment in newsletters, and offer free educational programs. He said the amendment is supported by many business partners. - A draft of the amendment for consideration in the 2028 Oregon election is being developed.
9	GM Report	- Interim GM Barry Haynes reported sales were up 3.9% in April. RoCo (Rogue Valley Roasting Company) sales were up 33%. AFC and Roco combined sales were up 4.4% and 2.7% YTD. - The recent customer experience reports are reflecting the stress of the expense of groceries. Customer likelihood to return and recommend was down by 4%. Appreciation of the checkout experience was up by 1%. However, May numbers are shifting up. - Transactions were up 2.6% for April. The average basket is up by 1.2%. - Labor negotiations are still in progress. Wages and benefits are primary negotiation keys. 3-day sales have been very successful, with 30% growth from the same sales conducted last year. Managers are brainstorming more ways to get savings to our customers. - Oregon Tilth certification is in process. - Rolling Hills Orchards had minimal frost damage.

		• The Marketing Department is rebranding the Rolling Hills logo. • Prices are expected to increase soon due to tariffs.
10	GM Search Update	• The Board recently hired an external recruiter for the GM position. A committee composed of two directors and two managers, facilitated by Elizabeth Walsh, is screening external candidates. Follow-up questions are based on profiles created by the recruiter.. • The recruiter is applying the same screening process to internal candidates. The committee will start scheduling interviews with internal candidates shortly. • Some candidates will proceed to Round 2, which will be conducted by a larger team of Board directors and managers.
11	Board Treasurer's Report Patronage Dividend Distribution Wording	• Board President Mark Gibbs reported the Finance Committee (FC) met in late April. The meeting was spent with auditors who are closing the books on the year. There will be a full audit next year. No areas were highlighted for needing improvement. AFC's balance sheet is very strong. • The auditors raised the question whether interest income from cash balances should be included in patronage dividends. The topic will be discussed in the future. • The Board discussed the language for the patronage dividend letter to owners. Bob Kaplan made a motion to approve the wording of the patronage dividend letter and Jennifer Gibbs seconded. The Board unanimously approved the patronage dividend letter language.
12	Meeting Break	• A 10-minute meeting break was taken.
13	AFC Gives Report	• Committee Chair Evan Archerd reported that a concern was positively resolved with a Community Grant recipient who changed their grant category after funding. • In April, Stream Smart collected \$7,466.80 in CFG funds. • The committee is researching potential native American organizations for the November CFG. • The committee is considering parameters for organizations that have received repeat awards.
14	BDC Update	• The BDC (Board Development Committee) has been discussing the Board election process and timelines for candidates who have not been passed through to submit petitions. • The BDC has been working on the onboarding of new directors. This year there will be a one-day onboarding. Additionally, new directors will attend structured meetings with other directors. Mentorship will be refined. • The BDC has been discussing committee structures and identifying ways to align committees.

		Elizabeth created an outline for the Annual meeting report. Directors are hoping to make the meeting more fun.
16	Annual Meeting Committee and Planning	- Directors discussed the upcoming Annual Meeting. Directors should complete their reports by May 22. - The Annual Meeting rehearsal will be held at 9 a.m on June 5. Tech will be on hand. - The Board will also write a written annual report which will be printed and made available in a PDF format for owners.
17	Action Items	The Board unanimously approved the wording of the patronage dividend wording letter.
18	Meeting Evaluation	This was a well-facilitated meeting with excellent presentations.
The meeting was adjourned at 7:43 p.m. Minutes were prepared by Abby Lazerow, Board Administrator.		